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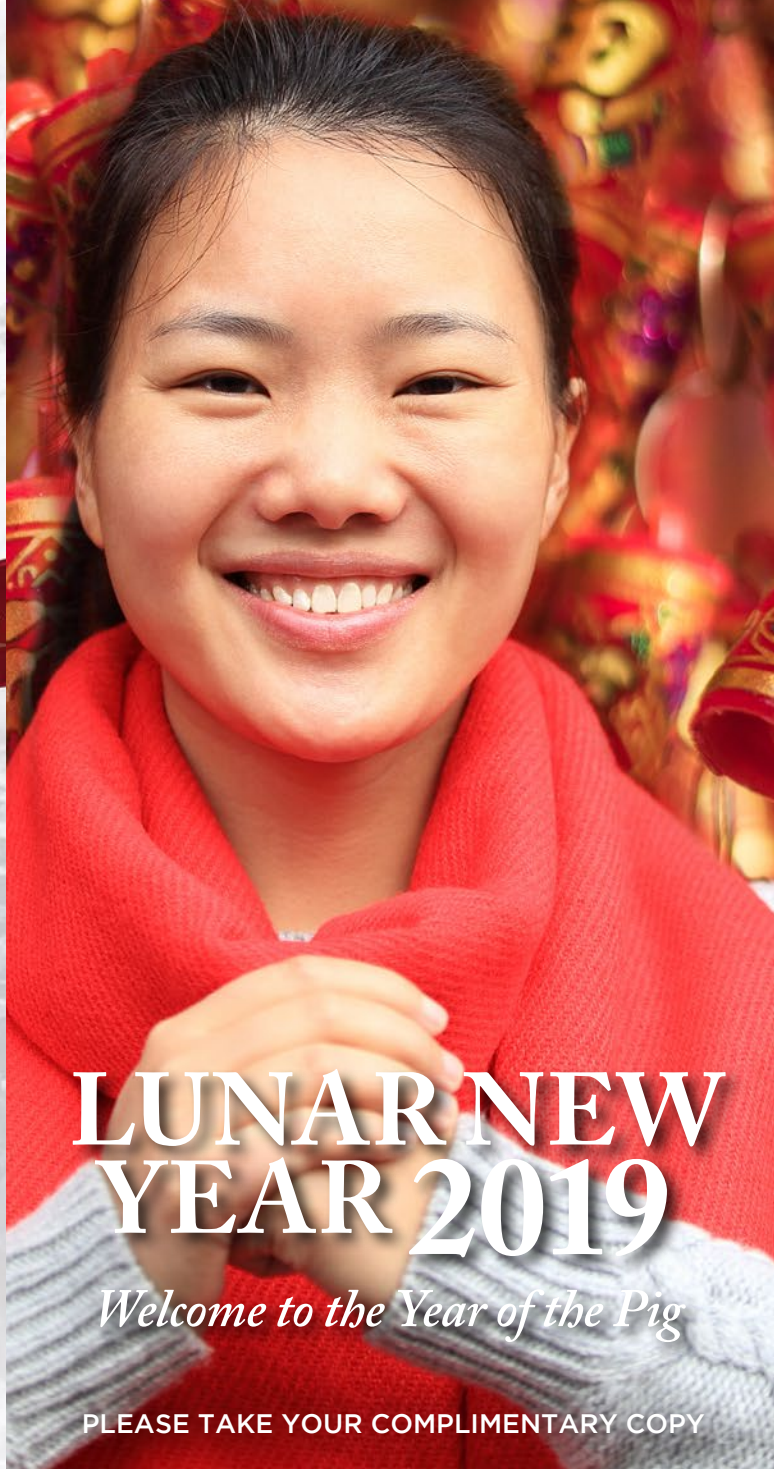
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WINTER 2018/19

IFR

IN•FLIGHT REVIEW

Helijet



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YEAR 2019**

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 the Year of the Pig

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BY DANNY SITNAM,
PRESIDENT & CEO, HELIJET



Helijet's newer Sikorsky S-76C++ helicopters were chosen for their speed, efficiency and safety.
Photo: Heath Moffatt

Newer Helicopters Equals Improved Service

Helijet invests in a fleet expansion and upgrade program

HELIJET HAS BEEN well served by its fleet of Sikorsky S-76A helicopters for the past 30 years. A true workhorse, this helicopter has flown more than 2.3 million Helijet passengers in comfort and safety, but ever-evolving Transport Canada regulations and operational requirements now limit the capability of our steadfast A-model helicopters. Accordingly, Helijet has spent the past two years embarking on a fleet upgrade program that will see up to six newer, more advanced model S-76C++ helicopters introduced into service over the next two years.

The first of these newer S-76C++ helicopters entered scheduled service between Victoria, Vancouver and Nanaimo on October 29, 2018, and successive aircraft are scheduled to join the fleet over the next 18 months.

At first glance, passengers may not notice much of a difference: the S-76C++ is nearly identical in appearance to the S-76A. Passengers will likely only know when they are on board one of these newer helicopters when they find themselves wearing a shoulder harness seat belt system. (The result of just one of many new Transport Canada regulations.)

The real difference with the S-76C++ is found under the hood where two upgraded engines provide significantly greater performance and payload capability. (The newer S-76C++ can carry 1,200 pounds more than the earlier model S-76A.) Greater performance helps take stress off flightcrews so they are not always flying at the aircraft's maximum gross certified take-off weight. Not having to frequently operate at the aircraft's limitations also provides a greater safety margin, more operational flexibility, and requires less maintenance.

The S-76C++ helicopter is also equipped with advanced avionics that will help enhance our pilots' capabilities. Technological advances incorporated in the helicopter also provides greater redundancy, as well as the ability to track data so our engineers can monitor what is happening on each aircraft and anticipate mechanical issues well before they become problems affecting service.

The long-term plan is to eventually phase out all S-76A model helicopters, but, for now, they will remain in the fleet for the immediate future, helping

The real difference with the S-76C++ is found under the hood where two upgraded engines provide significantly greater performance and payload capability.

Helijet meet service demands, particularly in our northern operations.

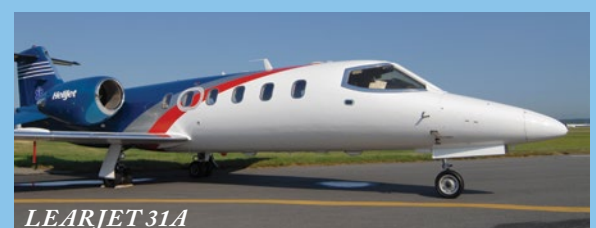
Helijet has long wanted to make the move to newer helicopters to better serve customers, but, until recently, the cost of doing so was prohibitive. Fortunately, market forces in the helicopter industry have shifted in recent years, finally making a fleet upgrade program feasible. To that end, we partnered with an existing and substantial S-76 fleet operator to acquire up to six of their model Sikorsky S-76C++ helicopters. As part of this transaction, our partner operator is tailoring each aircraft to Helijet's specifications, including a complete re-paint to company livery, avionics changes, and selected aircraft operating equipment. On our end, Helijet is redesigning and refurbishing the 12-passenger cabin interiors of each aircraft.

Our decision to continue with the Sikorsky S-76 family of aircraft was a logical one. Few multi-engine, multi-crew helicopters on the market can match the speed, efficiency and safety of the S-76C++. It works with our business model, and our pilots and engineers are intimately familiar with the aircraft. (Helijet has operated S-76C+ medevac helicopters under contract to the BC Ambulance Service since 1998.) Our flight crews and maintenance engineers are happy to see the company reinvest in the S-76C++ and advance to newer technology with the airframe. This is something we all feel proud about.

These newer helicopters also put us in a more competitive position, both in scheduled air service and in B.C.'s burgeoning LNG industry. After all, Helijet's success has always hinged on providing superior service to time-sensitive business travellers. We know our guests expect a safe, reliable and comfortable flying experience, even after dark and in inclement weather. The upgraded S-76C++ helicopters entering service will only improve on our long-term ability to deliver on those expectations. **H**



HELIJET FLEET





A commitment to flight safety at all levels has underscored Dave Boyle's 30-year aviation career. Photo: Helijet

Steeped in Safety

A COMPANY IS a bit like a ship at sea: with the right leadership, and a skilled crew, it can go anywhere in the world, safely weathering storms along the way. But getting ship-shape doesn't happen on its own. Officers and sailors have to continually train and cultivate high standards.

Dave Boyle, Helijet's Manager — Safety, learned this well while serving as a Canadian Air Force pilot, flying Sea King helicopters from Canadian warships in the 1990s. Flying shipborne helicopters is one of the most challenging jobs in aviation and, as such, aircrews are steeped in a culture where safety is para-



University
of Victoria

uvic.ca/worldsfirst

Dave Boyle, Manager — Safety, advances Helijet's safety culture at all levels

mount at all times. Moreover, flight safety is not the private domain of pilots; it is a paradigm that extends to aircraft mechanics and ground crew, and all personnel onboard — from the Captain on the bridge down to the young boatswain standing watch as life-buoy sentry.

“There is a strong commitment to safety in the Canadian military,” says Boyle. “The Canadian Air Force is renowned for its flight safety programs; the genesis of safety indoctrination starts the day you join, and that thread follows you throughout your career.”

Boyle carried that thread with him into civilian

flying when he left the military in 1998 to fly in the offshore oil and gas industry. Over the next 18 years Boyle served in a variety of roles, first as a Halifax-based S-61 pilot working on the construction and start-up of the Sable Offshore Energy Project, and later as an S-76 pilot in Asia.

Boyle enjoyed operational flying, but eventually gravitated towards overseeing international flight safety for a multi-national corporation.

“Managing safety at the corporate level was a natural fit for me,” says Boyle. “My job was to analyze data and provide safety tools and resources to units operating worldwide, making sure standards were being followed.”

Boyle found his niche in international flight safety, but longed to settle close to home in Vancouver. Fortunately, the helicopter industry is a small, tight-knit community and friends at Helijet encouraged him to bring his considerable experience and expertise to the organization.



THE EDGE IS HERE

UVic launches the world's first Indigenous law degree

Feminist, artist, grandmother and embracer of disruption, Dr. Val Napoleon is one of the most influential legal scholars in Canada. She is changing legal education and the lawscape of Canada as co-founder of the Indigenous Law Degree Program.

In the *Kokum Raven Series*, Val Napoleon represents Indigenous law with trickster-grandma Ravens who create spaces for conversations and questions.

"I was well aware of Helijet's reputation," says Boyle. "I knew the company would be a good fit for me, and that I'd be a good fit for the company."

Boyle's primary task now as Helijet's Manager — Safety is to enhance and constantly improve the company's Safety Management Systems (SMS). This is a formal and systematic approach to managing safety that helps aircraft operators identify risks early before they become bigger problems.

"SMS is about being proactive and understanding risk, not just following safety procedures and reacting to problems as they arise," explains Boyle.


"My day-to-day job involves analyzing data and writing reports, but in the bigger picture I'm responsible for advancing the overall safety culture at Helijet. A big part of that involves encouraging people to contribute and participate at all levels. Everybody here has a role to play and it's my job to give them easy access to the conversation so we can make changes and improvements as a team." He adds, "When I joined Helijet in March 2018 I knew I didn't want to be a

"There's no finish line when it comes to safety. You never get to rest on your laurels."

Dave Boyle, Manager - Safety

static safety manager; I wanted to help grow and strengthen the safety culture within the organization to a higher level — one where we are recognized as an industry leader."

That is no mean feat. Like steering a large ship, a company's culture takes time and distance to alter course, but when everyone works together towards shared goals the organization can face challenges and navigate potential hazards.

"I can see it happening," says Boyle. "It's exciting to be a part of this, and implement positive change, but there is no finish line when it comes to safety. You never get to rest on your laurels." 

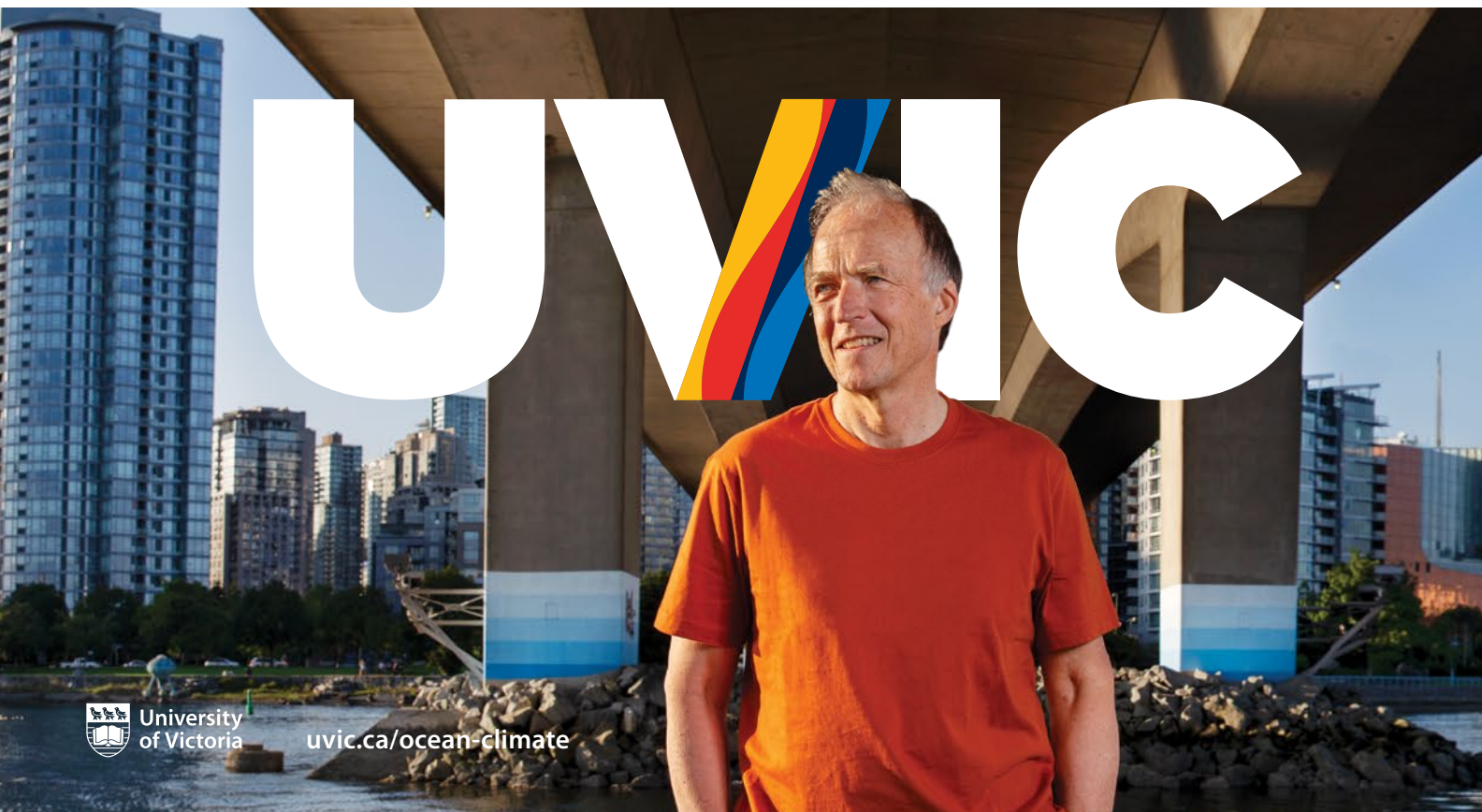


Photo: David Cooper



MISS BENNET: CHRISTMAS AT PEMBERLEY

UNTIL DECEMBER 30: VANCOUVER

A modern sequel to *Pride and Prejudice*, tickets to *Miss Bennet* are sure to make the perfect Christmas gift for Jane Austen fans. When Mary, the bookish middle child of the Bennets, starts to dream of a new life beyond her family, an unexpected visitor at the Darcy household could spell romance. Presented by the Arts Club Theatre Company at the Granville Island Stage. artsclub.com

IT'S A WONDERFUL LIFE

DECEMBER 6 - 31: RICHMOND

The beloved story of George Bailey and his guardian angel is brought to the Gateway Theatre stage in this new family friendly musical adaptation by Peter Jorgensen. Set to songs from the '20s, '30s and '40s, travel back in time to Bedford Falls for a joyous journey that will once again remind you that every time a bell rings, an angel gets his wings.

gatewaytheatre.com

THE ILLUSIONISTS - LIVE FROM BROADWAY

JANUARY 15-20: VANCOUVER

This high-tech magic extravaganza promises a powerful mix of outrageous and astonishing acts. Packed with sophisticated magic and mind-blowing performances, watch incredible illusionists take to the stage at the Queen Elizabeth Theatre for what is sure to be a memorable show. See it before it disappears.

vancouvercivictheatres.com

THE EDGE IS HERE

UVic is home to Canada's leading ocean and climate research

Dr. Francis Zwiers, Director of UVic's Pacific Climate Impacts Consortium, enables strategies for better responses to climate change. PCIC science helps decision-makers mitigate risks from sea level rise (portrayed here by the blue stripes painted under Vancouver's Cambie Bridge), and events like wildfires, floods and droughts.

A False Creek by Rhonda Weppler and Trevor Mahovsky was commissioned by the City of Vancouver using projections from the Nobel prize-winning Intergovernmental Panel on Climate Change on which Francis Zwiers participated.



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AGENDA | VANCOUVER

PUSH INTERNATIONAL PERFORMING ARTS FESTIVAL

JANUARY 17 – FEBRUARY 3: VANCOUVER

Genre-bending, multi-disciplined, innovative and original, the PuSh International Performing Arts Festival has a well-earned reputation for inspiring audiences and rejuvenating artists. For three weeks each January, the festival presents adventurous contemporary live performances at venues throughout Vancouver. This year marks the 15th anniversary of this one-of-a-kind festival, so be sure to get your PuSh Pass early to avoid disappointment.

pushfestival.ca



Photo: Dine Out Vancouver

DINE OUT VANCOUVER FESTIVAL

JANUARY 18-FEBRUARY 3: VANCOUVER

One thing's for certain, you'll need to plan ahead to make the very most of Dine Out Vancouver's many fixed-price menu deals offered throughout the city. What started in 2002 with 57 participating restaurants has now grown to be Canada's largest food and drink festival with more than 200 restaurants, wineries, craft breweries, events and dining experiences. Bring your appetite. dineoutvancouver.com

VANCOUVER RESOURCE INVESTMENT CONFERENCE 2019

JANUARY 20-21: VANCOUVER

Join 9,000-plus attendees to explore more than 350 investment opportunities and a line-up of more than 70 top speakers during this year's Resource Investment Conference at the Vancouver Convention Centre. cambridgehouse.com

THE LEGENDARY ITZHAK PERLMAN WITH THE VSO

JANUARY 23: VANCOUVER

One of history's greatest musicians, Itzhak Perlman, returns to the Vancouver Symphony Orchestra stage to perform Mendelssohn's Romantic Violin Concerto with Maestro Otto Tausk. Beloved for his charm and known for his remarkable artistry and irrepressible joy, don't miss this special occasion at the Orpheum Theatre. vancouversymphony.ca

ILLUMINATIONS 2019

JANUARY 24: VANCOUVER

Help change the tide on women's health by attending this much-anticipated luncheon focusing on the work of the Women's Health Research Institute. This year's guest speaker is documentary filmmaker and activist Jennifer Brea, whose debut feature, *Unrest*, tells of her personal journey with myalgic encephalomyelitis, commonly known as chronic fatigue syndrome. bcwomensfoundation.org

VANCOUVER INTERNATIONAL WINE FESTIVAL

FEBRUARY 23-MARCH 3: VANCOUVER

For seven days, the public is invited to imbibe in vintage tastings, winery dinners, lunches, brunches, wine minglers, seminars and more at the 41st Vancouver International Wine Festival. The heart of the festival is the Tasting Room, where the public can choose from more than 750 wines. vanwinefest.ca

HSBC CANADA SEVENS MEN'S RUGBY

MARCH 9-10: VANCOUVER

Rugby fans will want to mark their calendars for the two-day HSBC Canada Sevens event at BC Place Stadium. The sixth stop in a 10-stop world tour featuring 16 top-ranked international teams, sevens rugby is a fast-paced, shorter version of traditional rugby. The game has built a huge international audience and all eyes will be on Vancouver as the teams battle for series points before heading to the next stop in Hong Kong. canadasevens.com



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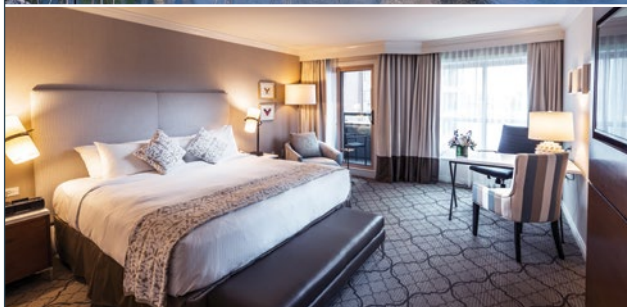
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AGENDA | VICTORIA

ROYAL BC MUSEUM - EGYPT: THE TIME OF PHARAOHS

UNTIL DECEMBER 31: VICTORIA

Be sure to catch this hugely popular exhibit before it concludes at the end of 2018. Interactive displays throughout eight individual spaces and more than 300 original artifacts, some an astonishing 4,500 years old, bring all aspects of ancient Egyptian civilization to life. The exhibit's priceless artifacts include the coffin of Nakht, a bust of Hatshepsut and an ornate gold and garnet necklace from the Ptolemaic period. royalbcmuseum.bc.ca

GRIFFIN & SABINE

DECEMBER 4 - 23: VICTORIA

Originally published in 1991, Nick Bantock's ground-break book *Griffin and Sabine* held a spot on the New York Times best seller list for over two years. This holiday season the enchanting story of an extraordinary correspondence between two artists will be retold on stage at the historic Belfry Theatre. belfry.bc.ca

2019 IIHF WORLD JUNIOR CHAMPIONSHIP

DECEMBER 26 - JANUARY 5: VANCOUVER
AND VICTORIA

Ten international hockey teams will faceoff at Vancouver's Rogers Arena and Victoria's Save-On-Foods Memorial Centre for a week and half of intense competition. Hoping to pull off a repeat golden victory following last year's tournament in Buffalo, New York, Canada's National Junior Team will this year play in Group A against the Czech Republic, Denmark, Russia and Switzerland. iihf.com

IMPACT: SUSTAINABILITY TRAVEL AND TOURISM CONFERENCE

JANUARY 20-23: VICTORIA

Tourism peers and stakeholders will meet for the second annual national discussion on the industry's impact on Canada's economic, social, environmental and cultural fabric. Learn more about the innovation and contribution of tourism to Canada's sustainable future. tourismvictoria.com/impact



Photo by Beau Pearson

DANCE VICTORIA: BALLET WEST FEBRUARY 1-2: VICTORIA

Presenting the very best of American classical ballet, Ballet West has developed a remarkable repertoire that includes both historical masterpieces as well as new creations by modern-day choreographers. For this visit, the company will perform *Sweet and Bitter*, *Fox on the Doorstep* as well as two famous duets from *Swan Lake*. dancevictoria.com

20TH ANNUAL PRIVACY AND SECURITY CONFERENCE

FEBRUARY 6-8: VICTORIA

Presented by the Offices of the CIO and Corporate Information and Records Management, Ministry of Citizens' Services, this three-day conference brings more than 1,000 delegates together to hear from 100 leading industry experts. Learn, network and get immediate solutions for current issues in your organization. rebootcommunications.com

MOOSE HIDE CAMPAIGN: 2019 PROVINCIAL GATHERING & DAY OF FASTING

FEBRUARY 13: VICTORIA

The Moose Hide Campaign is a grassroots movement of Indigenous and non-Indigenous men and boys who are standing up against violence towards women and children. With a goal of distributing 10 million moose hide pins across Canada, the campaign's Provincial Gathering and Day of Fasting will take place at the Victoria Conference Centre and includes the annual march to the Legislature.

moosehidecampaign.ca

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Hubbard Street dancer Jonathan Fredrickson in PACOPPERLUTO Photo © Todd Rosenburg

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CJ started a t-shirt design business as part of his Grade 10 personal project, a core part of the International Baccalaureate program.

From design to outsourcing production, he directs all aspects of the operation. The school project is long since complete, but he continues to develop and market his growing clothing company.



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AGENDA | VAN ISLE

LITTLE WOMEN

UNTIL DECEMBER 30: CHEMAINUS

One hundred and fifty years have passed since the publication of Louisa May Alcott's beloved holiday story, yet this tale of four brave young women who possess both imagination and adventure still resonates today. chemainustheatrefestival.ca

EDUCATION & CAREER FAIR

DECEMBER 5: NANAIMO

Do you know a secondary student planning for higher education? Or a young adult looking to transfer their skills to a different industry? Explore a wide variety of jobs, careers and post-secondary institutions at the Education and Career Fair at Nanaimo's Beban Park Social Centre. educationcareerfaairs.com

MILNER CHRISTMAS MAGIC

UNTIL DECEMBER 19: QUALICUM BEACH

Bringing colour and warmth to cold winter evenings, Milner Garden will be transformed this holiday season with over half a kilometer of lit and decorated trails, live Christmas music, a Teddy Bear Cottage, tea room and of course a visit from Santa during this Milner Christmas Magic event. milnergardens.viu.ca

INTERNATIONAL GUITAR NIGHT

JANUARY 26: NANAIMO

For International Guitar Night's 19th year of touring, founder Brian Gore has assembled a dynamic cast of guitar luminaries from around the world. Italy's Luca Stricagnoli returns as guest host, joined by two of France's acclaimed prodigies, swing guitarist Antoine Boyer and Flamenco guitarist Samuelito, and Turkish fretless guitarist Cenk Erdogan. porttheatre.com

TOFINO FILM FESTIVAL

FEBRUARY 20-23: TOFINO

Combining art, film and photography, the Tofino Film Festival is a four-day cinematic celebration at the end of the road. Check out up-and-coming independent filmmakers as well as a carefully curated selection of movies from around the globe. tofinofilmfest.com

DISCOVER VICTORIA

We sat down with **Murray McMullen**, Chef Concierge at Victoria's Hotel Grand Pacific and a member of the prestigious Les Clefs d'Or Canada, to get his take on the best of the best in Victoria.

Best place for a business lunch or dinner

Zambri's on Yates Street has great food and a private dining room for up to 24 people, making it the perfect location for a working lunch or dinner.

Must-do winter event in Victoria

No matter what the season, I encourage guests to check out our local theatre scene. The Belfry Theatre always has something new and interesting on stage.

Best brunch spot

Saveur Restaurant on Herald Street is fantastic any time, but it is newly opened during the day with a delicious brunch menu Wednesday through Saturday.

Best place to celebrate a special occasion

Il Terrazzo has an intimate but lively atmosphere for a celebratory dinner. The Teahouse at Abkhazi Garden in Oak Bay is a beautiful spot even during the winter months.

Best place to watch the game

The Sticky Wicket at The Strathcona Hotel and Dylan's Sports Bar and Grill on Yates Street both have lots of big screens for watching the game with friends.

Best place for a late-night outing


Victoria has lots of great pubs, but if you want something a little different, The Mint on Douglas Street is open until 2 am and has great curries and house-made desserts. Or, let the sake sommeliers at E:Né Raw Food and Sake Bar on Pandora Avenue provide you with a one-of-a-kind tasting experience. 



Photo: Heath Moffatt

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A PROACTIVE APPROACH TO

Workplace Substance Use Policy

The recent legalization of cannabis has no doubt prompted many organizations to dust off and review their substance-use policies. Perhaps just as likely is that many of those same organizations have discovered they simply don't have any such policies to review.

IN THE LEAD-UP to the legalization of cannabis, the Canadian Centre on Substance Use and Addiction (CCSA) released its findings from the first-ever study on substance-use policies in the workplace. The outcome? Surprisingly few organizations reported having comprehensive substance-use protocols in place, and those that do have procedures in place offer little, if anything, in the way of proactive or supportive measures for employees struggling with substance-use issues.

But, as experts agree, while a well-implemented comprehensive policy is the cornerstone for addressing substance use in the workplace, just as important is a proactive corporate culture where employees understand that impairment won't be tolerated in the workplace, and where supports are in place for those who need them.

An elephant too big to ignore

Whether it's around the family dining-room table or the head-office boardroom table, both the opioid crisis and new cannabis legislation have sparked a national conversation about the issue of drug use in this country. And it's an issue that is much too urgent and too large for companies to ignore.

In a follow-up report using the most recent data from 2014, the CCSA calculated that substance use

cost Canadians \$38.4 billion – a staggering sum which amounts to almost \$1,100 for every single Canadian regardless of age.

While some of that cost can be directly attributed to increased healthcare and criminal justice expenses, it's the costs associated with lost productivity that take up the largest piece of the pie. In fact, the study found that lost productivity costs were \$15.7 billion, or 40.8 per cent of total costs.

Alcohol continues to be the leading cause of lost productivity, with tobacco not far behind, and opioid addiction rising at an alarming rate.

For employers, the costs of impairment include absenteeism, increased turnover, injury, poor work quality and low employee morale. Added to these expenses are workers' compensation costs and liability concerns when impaired workers pose a risk to themselves, co-workers, customers or members of the public. Sometimes referred to as "presenteeism", employees who continue to work while unwell can, in some instances, cost employers more than when they take the necessary time off to address their illness.

For employees, the costs of impairment can be everything: their job, their family support, their home, their health or even their life.

Know the signs and symptoms

Calling in sick, arriving late for work, leaving early or simply failing to show up are all signs of possible impairment. For others, impairment can manifest itself as irritability, deterioration in appearance or personal hygiene, inappropriate or erratic behaviours as well as other physical and performance-related symptoms.

"It's important to recognize the signs and symptoms of somebody struggling with a substance-use issue. If there's lots of absenteeism, their behavior is changing, perhaps they are getting more defensive or accessing employee assistance programs more, those can all be red flags that someone is not in a well place anymore and it's time take steps to deal with it head on," says Elizabeth Loudon, clinical director at Cedars at Cobble Hill, an addiction treatment centre that offers a full continuum of recovery programs.

"We can often overlook the fact that impairment over difficult family situations can also be a big issue," adds Carson McPherson, managing director at Cedars. "For instance, the truck driver that's been up all night looking for his daughter who is in a bad situation, he may not have slept in the last 40 hours and that person is just as impaired if not more so than the person who has been using directly on the job site."



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"There's no better ambassador for an organization than someone who says, 'When I was in need they helped me out.'"

*Carson McPherson, Managing Director,
Cedars at Cobble Hill*

Cultural development

"Substance-use policies provide a pathway for how to handle impairment issues like these," says McPherson, "but you can only really change how substance use is viewed within an organization once you have some internal leadership and cultural development that says our commitment to everyone around us is safety, and safety is equal to quality. We all want quality products and services, but those aren't possible without a safe work environment, and a safe work environment is an impairment-free environment."

Like any other safety issue, conversations around substance use and reintegration after treatment are far easier when done proactively.

"For example, an industry may plan to have a morning safety meeting each day," says McPherson. "That meeting is about making sure no one will get hurt that day, so already what you're really doing is making it a priority, talking openly about it, expressing a strategy around what can be done to prevent issues."

"If you think about substance use and mental health in the same way, that helps to steer away from the stigma that forces us to not talk about substance use. It's choosing to say, 'We know this is an issue both in the workplace and in the homes of our workers, and we want to talk about it. And we want people to know that just like any other disease or injury in the workplace, we support you.'"

The comeback plan

When an employee returns to work after treatment for a substance-use issue, McPherson encourages employers to treat re-entry to the workplace in much the same way that they would for someone who has had a physical injury or illness.

"When you think about return-to-work protocols for someone with a physical injury such as a broken foot, there is going to be an element of individualization for each employee," he notes. "Someone with a physical injury may need to have a modified return-

to-work schedule so they can go to physio and specialist appointments, and over time they become healthier and can return to full duty or another role. For a substance-use disorder, it's no different. An individual that has been in treatment is going to need specific requirements to support their condition at different stages. It's not a reinvention of the wheel, it's just an inclusion within the current organization."

For employers, a well-implemented back-to-work plan can result in a direct bottom-line benefit when employees return as healthy and productive members of the workforce.

"The soft side of that," adds McPherson, "which is potentially of even greater benefit, is that the individual will now go back to work saying, 'When I had a problem my company stepped up and helped me.' There's no better ambassador for that organization than someone who says, 'When I was in need they helped me out.'"

Continuing the care

As part of the re-entry process, Loudon recommends that employers partner with employees to develop safety plans to help them deal with stressors in the workplace. Whether it's allowing employees leave to go to a group meeting at lunchtime, or adjusting working hours so they can attend after-care, collab-

oration and communication are key.

"I think one of the reasons that some companies have such low relapse rates is because of monitoring," says Loudon. "I encourage both big and small companies to develop an agreement with that person for follow-up monitoring, and that monitoring can go on for as long as five years. It's not a shameful thing, but it outlines the consequences if you choose to go back and use."

"If a company can't afford monitoring, continuing care is definitely the way to go, because it allows the individual a weekly group where they are talking about emotions and about struggles with after-care plans. They get feedback, they get held accountable, but they also have community and fellowship in their home community and that's important."

Putting it all together

The legalization of cannabis has raised new challenges for employers, but also an opportunity to review substance-use policies, and to build a new corporate culture around impairment. Whether that new culture is developed internally with an HR department, in consultation with an independent HR specialist, or in conjunction with an addiction treatment centre, one thing is clear: organizations can no longer afford to ignore substance-use issues in the workplace. **H**

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CELEBRATING THE LUNAR NEW YEAR



STORY BY STEPHANIE CUNNINGHAM



The golden dragon and eight lions come alive after a traditional eye-dotting ceremony and a live firecracker display at Aberdeen Centre in Richmond.

Photo: Tourism Richmond



You know a celebration is a big deal when more than a fifth of the world's population joins in the festivities.

The Lunar New Year, also known as Chinese New Year and the Spring Festival, welcomes the turn of the lunar calendar from winter to spring, marking new beginnings and fresh starts. Observed in China, Taiwan, Vietnam and other parts of Asia, the holiday is steeped in thousands of years of history and vibrant traditions that have been passed down through the generations.

Unlike the Gregorian calendar, which is based on the solar calendar and places New Year's Day on January 1, the Lunar New Year is based on the traditional lunisolar calendar, which indicates both the



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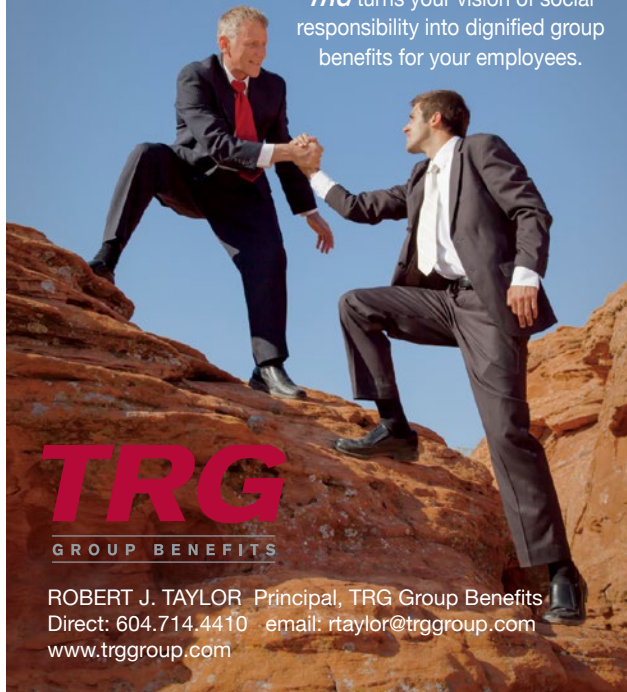
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phases of the moon as well as the position of the sun. Celebrations begin with the new moon and last through the 15th day, also known as the Lantern Festival, marking the end of the annual festivities.

This year, the Lunar New Year falls on Tuesday, February 5 when the Year of the Dog will be ushered out to make way for the Year of the Pig, the twelfth animal in the Chinese zodiac and a symbol of prosperity and wealth.

Legendary roots

According to legend, Chinese New Year began with a fight against Nian, a mythical creature with the head of a lion and the body of a bull who lived high in the mountains. Towards the end of winter when food was scarce, the hungry Nian would descend to the villages on the first day of the new year to feast on crops and attack the villagers and their livestock.

The villagers lived in fear of the beast, but over time they learned that Nian was afraid of three things: the colour red, fire and loud noises. To scare the beast away, they hung red lanterns and red scrolls on windows and doorways, made loud noises with drums and music, and set off firecrackers and fireworks in the streets.

The plan worked. Nian never did return to the village, but the traditions remain. Each Chinese New Year, homes and businesses usher out the old year and bring forth the luck and prosperity of the new by decorating with red, filling the streets with the sounds of drums and firecrackers, and crafting paper lanterns to glow in the night sky.

Feasting on tradition

By far the most important part of Lunar New Year celebrations – indeed for the entire year – is the New Year's Eve family reunion dinner.

Eating certain dishes with favourable meanings helps pave the way to success in the coming year, and there is no shortage of authentic food and delicacies specially made for the festive season.

Steamed fish, symbolizing surplus and wealth, is often on the New Year's Eve menu, as are long noodles for long life, and sticky rice to signify the bond between family members. In northern China, dumplings shaped like ancient Chinese money represent wealth and prosperity, while in the southern part of the country you are more likely to find traditional spring rolls, which are said to look like gold bars.

Large, golden fruits such as tangerines, oranges

and pomelos symbolize fullness and wealth, and for dessert, Nian gao, a type of rice cake named after the defeated beast, symbolizes success every year.

And no family reunion dinner is complete without the giving of gifts, most often bright, beautiful red envelopes, also known as red packets or pockets, filled with crisp, new dollar bills. Traditionally, children receive these lucky envelopes from older family members as a blessing and a symbol of good wishes for the year ahead.

Join in the celebration

Metro-Vancouver has long been known for its abundance of Spring, Lunar New Year and Chinese New Year festivities and has aptly earned international recognition as one of the top places in the world to celebrate the holiday.

It's community spirit at its best when people from all backgrounds and tourists alike turn out by the thousands for festival events across the city. From parades to performances, cultural displays to flower markets, there are plenty of ways to join the party.

This year marks the 46th Annual Vancouver Chinatown Spring Festival Parade. Well known as one of the largest Chinese New Year parades in North America, this colourful annual spectacle

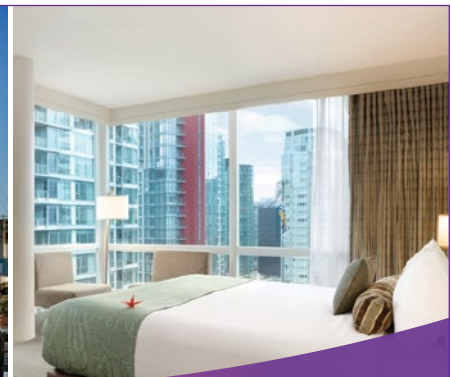


Photo: Brandon McGeachie, Tourism Victoria

Traditional lion dancers ring in the New Year on the streets of Canada's oldest Chinatown in Victoria.

attracts some 3,000 participants from various community and cultural groups, and regularly draws more than 100,000 spectators each year.

It's fitting that the 1.3-kilometre route starts under the three-story-high, four-pillar Millennium Gate on Pender Street. This brightly painted arch was erected in 2002 to commemorate the role of the Chinese community in Vancouver's history and incorporates



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both traditional and modern Chinese themes, much like the parade itself.

In addition to dozens of traditional dance troupes, martial arts demonstrations, marching bands and more, this parade features the largest assembly of traditional lion dance teams in Canada. The energetic lions from various fraternal and martial arts organizations are meant to ward off evil spirits and performers stop at stores along the route to retrieve red envelopes and bring good fortune to businesses as they pass.

After the parade, be sure to stop in at the brightly decorated shops, fruit stands and restaurants lining the streets of Chinatown, before heading over to the International Village at 88 West Pender to enjoy even more live performances and festive stalls.

In Victoria, the lions are awakened with a special eye-dotting ceremony near the Gate of Harmonious Interest in the 500 block of Fisgard Street for the city's Annual Lion Dance Parade. Victoria's own Hung Fut Kung Fu Club trains many of the lion dancers that perform in this parade, teaching teams of five to ten people how to incorporate various kung fu stances into the dramatic movements that bring the lions to life.

Garden Tour

Dr. Sun Yat-Sen Classical Chinese Garden's annual Temple Fair celebration returns in 2019 to usher in the Year of the Pig on Sunday, February 10 from 10:30 am to 4:00 pm.

Making this year's festivities particularly special is the *Suk-Fong, How Are You?* exhibition from artist Paul Wong—the final installment of his year-long Occupying Chinatown residency at the Garden.

A wealth of activities at the Garden include traditional storytelling, musical performances, and pig-themed arts and crafts as well as tea tastings, ping-pong, and a rambunctious lion dance to keep the cold at bay.

The talents and wares of local vendors will also be featured as the Garden continues to encourage the involvement of creative entrepreneurs in community events and initiatives. Organized for the community, Temple Fair is the perfect opportunity for people of all ages and backgrounds to come together in celebration of the Chinese New Year.

Visitors welcome

Richmond's International Buddhist Temple is an exquisite example of traditional Chinese architecture modeled after the Forbidden City in Beijing. Located



Traditional lanterns adorn the Dr. Sun Yat-Sen Classical Chinese Gardens during its Chinese New Year's festivities.

on Steveston Highway, visitors are invited to come to the temple on Lunar New Year's Eve to experience traditional Chinese celebrations with late-night snacks, brightly coloured auspicious windmills, a flower market and a midnight blessing ceremony in the Main Gracious Hall.

In a new light

A Lantern Festival traditionally closes new year's celebrations and this year the Vancouver Chinese

Lantern Festival will return to the PNE grounds from February 1 to March 31 with an illuminated celebration of Chinese culture. See Vancouver in a new light with dozens of massive traditional artisan lanterns, amazing performances, children's activities and food.

Looking for a Lunar New Year event near you? Be sure to check out the LunarFestival.com website for links to these and many other celebratory events in the Metro Vancouver area. 🏮

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Guests at Willow Stream Spa are encouraged to begin and end their treatment enjoying the serenity of the Relaxation Lounge.

A Winter Wellness Detox with lasting effect

At the Willow Stream Spa

WITH RIDICULOUSLY short days, and nights that seem to stretch on forever, you would think that a good nighttime slumber should come easily during the winter months. Apparently not. At least not for me.

Sleep is elusive for me at the best of times, and when the weather turns cold and wet, I know that my immune system is headed for a double-whammy and it's time to boost my self-care routine. So, when I learned about the Willow Stream Spa's new Wellness Detox, I was more than a little motivated to try it.

Truth is, I've never had a detox treatment before, so I ask Anita Voorsluys, spa sales manager, what it's all about.

"No matter how healthy our lifestyle might be, we are constantly exposed to various toxins in the environment," she says. "That means it's more important than ever to help our bodies natural detoxification system, which is our lymphatic system. This new

Wellness Detox treatment is designed to do just that – to aid the body's natural processes.”

Sounds exactly like what I need to help see me through this winter season.

What a gem

The Willow Stream Spa really is a gem in the jewel box that is the Fairmont Empress. Refreshed in 2017 during the hotel's renovations, the honey-coloured marble floors gleam underfoot and the chandeliers sparkle overhead. It's sophisticated yet welcoming; warm yet pristine. Walking in off the street on a chilly November morning, I immediately feel enveloped in luxury.

The Spa Ritual

Guests are encouraged to arrive a full hour before their scheduled appointment to enjoy what's known as the traditional Spa Ritual. I've brought my swim suit and I'm ready to indulge. This is one appointment I want to arrive early for.

After changing into my complimentary robe and slippers, I slip into the Finnish dry sauna for 10 minutes of relaxation before switching to the Steam Inhalation Room. Already I can feel my muscles start to relax and my lungs expand as I take in the soft, humid air.

Next, I dip into the spa's mineral pool and let the water cascade over my shoulders as I lounge in the body-temperature water. I dry off, change out of my swimsuit and head for the relaxation lounge where Marion is waiting to greet me.

90 Minutes of Bliss

Marion is well prepared for my visit. The products that will be used during my treatment are neatly laid out on a table, and she walks me through each step of my 90-minute session. The centre-piece of this treatment is a new Grapefruit and Black Pepper Oil by Kerstin Florian. I'm intrigued by the unexpected mixture of ingredients and pleased by its subtle, uplifting scent.

The oval wooden brush with natural bristles that's sitting on the table, however, gives me pause. A dry brush? On my skin? I eye the brush somewhat skeptically, but I'm on a quest for

better health, so decide I'm game to give it a go.

Starting on my back on the pre-warmed bed, Marion uses a Turkish scrub that combines eucalyptus, camphor and mineral-rich sea salts to massage my feet. Already I can feel my body release some of the stress that came in with me this morning.

When Marion tells me that she will now move on to the dry brushing, I'm not quite sure what to expect. Beginning at my feet and moving up, she uses short, gentle brush strokes that are surprisingly invigorating. With each stroke I can feel my skin start to tingle and a pleasant warmth spreads over me. That's the improved circulation, Marion tells me. The brush strokes are always towards the heart, and the gentle exfoliation helps to stimulate my lymphatic system while removing surface impurities.

Marion alternates brushing sections of my body with laying on warm towels that smell heavenly and are laden with cleansing minerals. I decide then and there that a towel warmer is an essential appliance we need for home.

Next, she applies the Kerstin Florian Grapefruit and Black Pepper oil and expertly massages out my every ache and tight muscle. The oil is refreshing and soothing, and Marion explains that it contains a special ayurvedic manjistha root extract which is well known to stimulate the lymph system and purify the blood. The oil has hints of mint, lemon and juniper, while the black pepper seed it contains has anti-inflammatory properties that assist in muscle recovery.

The treatment concludes with an acupressure facial massage using lavender face oil and an authentic jade roller. Jade rollers such as this one have been used in Chinese skincare treatments since the 7th century and it adds yet another element of lymphatic stimulation which in turn helps reduce swelling and brighten the complexion. The cool stone on my face is the perfect end note to my treatment.

The Home Stretch



To my delight, I get to take the dry brush home with me along with a pouch of Kerstin Florian bath salts.

Marion recommends that I drink lots of water throughout the rest of the day, get some rest and use the bath salts for a before-bed soak to complete my detox treatment. It works: that night I finally rediscover the joy of a good night's sleep. 🧘





Photo: Heath Moffatt

Tailor Made for Success

KANE STRAITH, OWNER OF KANE STRAITH FINE CLOTHING, ON WHAT IT TAKES TO MAKE A GREAT CUSTOM-MADE SUIT AND A GREAT BUSINESS

Your family has a long history in Victoria. Tell me a bit about the background of Straith Fine Clothing.

My grandfather started with his first store, George Straith Ltd., on Douglas Street in 1917, and he had that shop until the early 1940s. Then he moved to a bigger location on Government Street and they had that store until 1993 when my parents sold it.

My grandfather also had a store at the Hotel Georgia in Vancouver and my brothers and I later opened a store in 1986 in the Hotel Vancouver. I decided to come back to Victoria in the early 1990s, and after the Government Street store sold I stayed in the trade doing office and home calls for customers who wanted custom-tailored suits. Eventually, when this store-front space in St. Andrew's Square became available in the early 2000s I decided to carry more inventory, and I've been here ever since.

It sounds like you learned everything you needed to know from working in the family store.

No, my father was a very wise man and he said if you really want to know this business, you have to work in the factories in Europe, which I did. I worked in a little town in England called Crewe, right beside the Rolls Royce factory. It was the peak of the men's jacket and suiting business in England and the company also had a factory in Carrara, Italy, so I got to work in both factories. There was no pay; I was just there to learn the trade. I was taught how to measure and cut, and I got to work behind-the-scenes to learn what it takes to make a quality garment. I learned to appreciate the fabrics, why it's priced the way it is, the hand-work, the detail, and to see the passion of these tailors. Later, I went back to England and worked at Harrods, and then in a number of quality shops on Jermyn Street, which is very famous for shirts, *et cetera*.

There are very few high-end tailors specializing in men's wear these days. What is the key to a successful made-to-measure clothing business?

I have three full-time tailors: a master tailor plus two other full-time tailors. I'm lucky I have them. I've had a long relationship with each of them – 24 years, 22 years and 18 years – and they are my engine room. I couldn't do what I do without them. They know how to deal with complicated issues using the right thread, with the right finish, and the right detail. Detail is just so important. I do the measuring here in the store, and the tailoring is done off-site.

Are men wearing suits like they used to?

For a while it was all about sportswear, but in the last few years, the suit trade has really increased. And jackets are big sellers now because they offer a lot of flexibility. You can dress down a sports jacket with dressy jeans and a beautiful sports shirt open at the neck, or you can dress it up with a shirt and a tie. I think over the last four or five years men have really become more aware of dressing well.

When a customer comes in to buy a made-to-measure suit or jacket, what is the process?

First, I size him up and let him try on a jacket to see how it feels. I try to make it fun, because for a lot of men, shopping is not fun. Not everybody is off-the-rack size, so the beauty of made-to-measure is he gets to pick his own cloth, his own style and he's basically relying on me for fit. That's when I rely on what I learned from the factories in Europe. I have books of cloth for him to look through and feel, and then I order the yardage which gets sent to either my tailor in Montreal or Padova, Italy. They understand what I expect for linings and buttons and thread, how it's sewn and how it's to be finished. Then the final fittings and any tweaks to the tailoring gets done here.

The market is mostly side vents at the back of the jacket, but I still have customers who like a centre vent or no vent, or they might want a different lapel width, and we can do all those things. The customer can choose more detail with coloured cuff buttons, threading and fancy linings.

It comes down to creating a beautiful silhouette for the customer and creating exactly what the customer wants and what feels good. The best salesman doesn't have to say anything. You get the customer to put the garment on, put them in front of the mirror and there's a reason why they feel so good wearing it.

Has the world of online shopping changed the way you do business in any way?

I don't worry about online business, because I know that you just won't see a lot of these things online. How can you purchase it online without fit and feel? It's an experience. If you feel good in the shop and you put something on that feels good, you can't replicate that experience online. I'm probably a dying breed that still believes in that. I'm a cashmere lover – how can you buy that online? I know that when someone purchases something in here, they'll come back. Repeat customers – that's how you build your business. **H**



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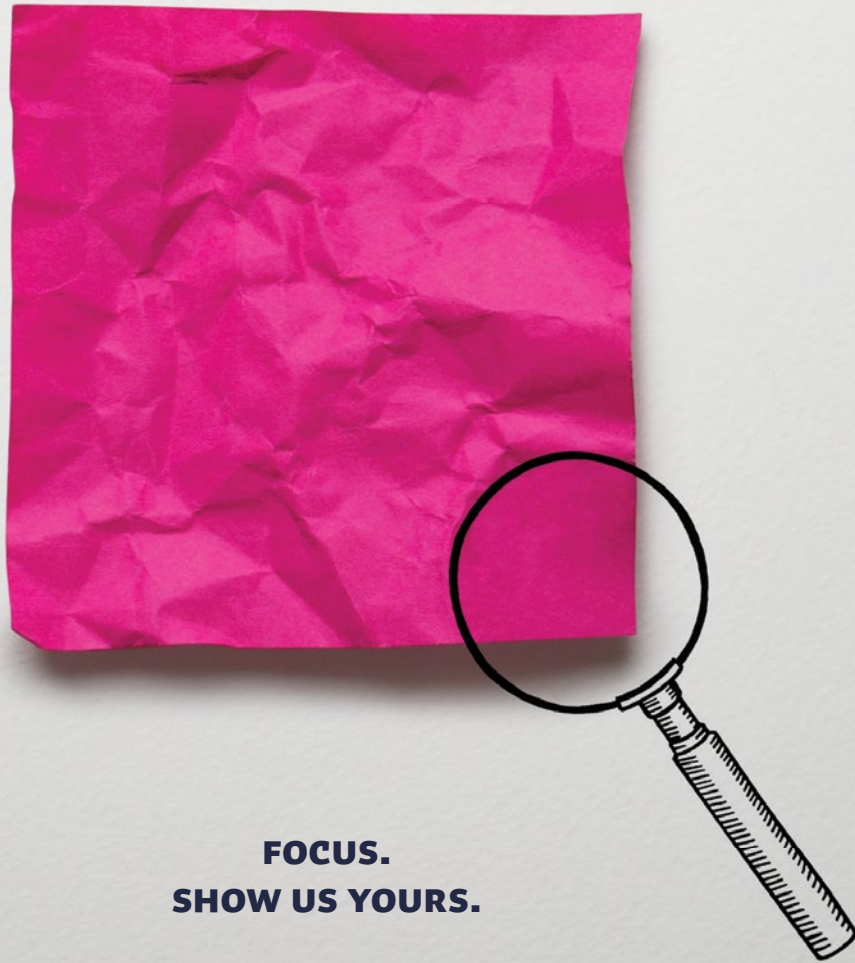
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