This construction season is shaping up to one of the busiest ever, thanks to the ministry’s ambitious program of provincewide improvements.

“Our goal with this year’s highways program is to improve local economies and build long-term provincial prosperity,” said Transportation and Highways Minister Harry Lali.

“We are also continuing our work on two major projects, namely the planning and design work to improve the Trans-Canada Highway corridor and continuing Vancouver Island Highway construction.

Additional highway highlights from around the regions include:

**Region One**
- A two-year, $74-million project to expand the Port Mann Bridge deck to five lanes, creating a new eastbound lane for high-occupancy vehicles. The project also includes seismic upgrades and bridge ramp improvements.
- Improving the Cape Horn interchange by building a new ramp from Highway 7 to the westbound Trans-Canada Highway, building a new connection from the Mary Hill bypass to the Trans-Canada and improving how traffic merges on Highway 7 between United Boulevard and the Cape Horn interchange.
- Construct interchange in south Surrey at 32 Avenue and Highway 99 to improve safety and relieve congestion at Highway 99-99a interchange and improve access to nearby land.

**Y2K Projects on Track**

MoTH’s information systems branch has completed 35 of the ministry’s 54 Year 2000 projects. All of the remaining 19 projects are currently in progress. So far, about 67,655 hours have been spent on Y2K work since April 1996 and more than 17,000 hours of work is still left. There are 86 ministry staff and 27 contractors involved in Y2K preparations at a cost of
A note from Claire Dansereau, associate deputy minister

Over the past year, senior staff at the ministry have received a lot of suggestions about what to include in a ministry newsletter.

With the current Road Runner, we are responding to some of those suggestions. I hope this newsletter improves our internal communications by highlighting current government priorities, bringing branches and regional offices closer together and providing news and notes about the people we work with.

Perhaps you are asking how the government’s priorities affect MoTH employees. The answers are all around us in this busy construction season.

Last year, the government decided to invest more in highways in order to support regional economies. People in the ministry’s six regional offices, 21 district offices and headquarters are now working hard to deliver an ambitious capital program. We are being pushed to develop new ways of doing business and new ways of serving the public. And, with the benefit of an early start to the season, we are rising to the challenges.

In recent months, Minister Lali has asked the ministry to do a better job of hiring people from equity groups. The face of British Columbia is changing: For example, about a third of the graduates from Lower Mainland colleges now come from visible minority backgrounds. We have made a big start with our summer student employment program and in future we will hire more aboriginal people, people with disabilities and people from visible minorities.

Another government priority, of course, is coping with the Year 2000 computer bug. This effort has stretched the resources of our systems branch and affected all our work in the ministry, but we are on track to have solutions ready soon.

My best wishes to all of you, and I look forward to reading about you and our colleagues in the Road Runner.

Avalanche technicians honoured

Two ministry avalanche technicians who died in an avalanche earlier this year were honoured at a June 4 tribute attended by their families, relatives, friends, colleagues and ministry officials.

Al Evenchick, 45, and Al Munro, 35, were fatally injured by an avalanche on Jan. 7 as they descended a slope after conducting helicopter bombing in the Ningunsaw Pass near Highway 37, about 350 kilometres north of Terrace. Searchers uncovered their bodies early the next morning.

About 100 people attended the tribute, which was led by snow avalanche programs manager Jack Bennetto, who introduced several keynote speakers.

Bear Pass avalanche technician Tony Moore recalled his close professional and personal association with the two men.

“The Al’s were dedicated to excellence in the performance of their work,” he said. “They were well liked and respected by all who knew and worked with them.”

The minister had planned to address a memorial service for the two men. However, when his plane was unable to land due to poor visibility, his remarks were presented by

Continued on page 3
Skenna district highways manager Don Ramsay recently took a break from his busy schedule to reflect on his new position, the changing nature of work and the value of a well-rounded background.

Professionally, he is coming to terms with the challenges of building and maintaining a network of roads in a region with a small population, vast distances and limited funding.

Personally, he and his wife Lauri as well as their four sons, are looking forward to enjoying the friendliness and community spirit that goes with living in a tight-knit town like Terrace.

"We’re truly excited about living in this part of the country," Ramsay says. "I consider this to be the opportunity of a lifetime."

He is looking forward to the challenges of the region’s many roads issues, working with new colleagues and soaking up the area’s “stunning beauty.”

As he settles into his new position, which includes managing rehabilitation and maintenance for the region, he can be forgiven for occasionally reflecting back on his rise through the ranks with the ministry and his successful career with BC TEL.

He began his career with highways in 1995 when he took a job as a communications planner in Victoria. The mid-’90s were “a time of great change for the ministry,” he recalls, and shortly after being hired, Ramsay found himself working on the ministry restructuring and the merger of ICBC and Motor Vehicles Branch. He later helped coordinate communications for the newly-created Office of the Superintendent of Motor Vehicles.

It wasn’t long before his management experience propelled him into positions as acting regional director in Nelson and acting district highways manager in Courtenay.

“I made a lot of special friends and received a great deal of support in those positions,” he recalls. “It was a real pleasure to work with such experienced and competent staff.”

One of the highlights of his 17 years with BC TEL was being selected to attend the National Defence College in Kingston, Ontario. Together with a small group of government, military and business leaders, he spent 10-months studying contemporary Canadian policy from a variety of international perspectives, travelling throughout Canada, the U.S., Asia, Africa, Europe, the Middle East, and South America.

From Tiennanmin Square to the Berlin Wall, and from the Taj Mahal to Red Square and the Great Wall of China, Ramsay has many fond memories of the experience, which he describes as “a drink from a fire hose.”

As a professional, Ramsay is living proof that a solid education, career flexibility and a broad set of skills are surefire ingredients for success in today’s fast-paced world.

“I see myself as a generalist,” he says with a smile. “While we’ll always need solid technical expertise, there are going to be places for people who are a mile wide and an inch thick.”

Ramsay has seen so much change in his career that he has learned to embrace it for the opportunities it presents. “An individual’s career ought to be a continuous learning experience,” he says. “Besides, it can be fun to adapt to a changing world.”

Avalanche technicians (cont’d from p. 2)

deputy minister Blair Redlin.

“The people of this province are fortunate to be served by public servants like Al Evenchick and Al Munro—individuals whose work often involves great risk but who give 100 per cent and more when they are on the job,” he said.

Both men were internationally recognized for their technical expertise and their ability to assess snowpack stability and avalanche hazards. They were professional members of the Canadian Avalanche Association and experienced skiers.

Evenchick had worked as a snow avalanche technician with the ministry since 1989 and Munro had worked for the ministry as an assistant avalanche technician for the past four winters. They are the first fatalities in the 24 years the government has operated an avalanche control program.

Evenchick is survived by his wife Tanis, two-year-old Kaela and four-year-old David. Munro is survived by his wife Lucy, two-year-old Kavell, five-year-old Miranda and eight-year-old Cassidy.

To honour the two men, a granite monument has been erected on the mountain near the accident site. A memorial will be built in a roadside rest area in the Ningunsaw Pass as a lasting testimonial to both men and a tribute to the valuable work of avalanche technicians throughout British Columbia.
Provincial Employees Community Services Fund

MoTH “most improved” ministry

by Jennifer Leask

A record-breaking campaign for the Provincial Employees Community Services Fund garnered MoTH the “most improved jumbo ministry” award for increased participation.

The ministry raised a total of $62,541, more than 30 per cent higher than the ministry’s 1997 total.

Overall participation was also up by 32 per cent over last year. Among those branches with at least 10 staff, six were awarded a "two-thirds club" certificate for attaining at least two thirds participation.

The awards went to freedom of information with 77 per cent, communications with 78 per cent, human resources and the Vancouver Island Highway Project with 81 per cent each, and executive with 93 per cent.

Aboriginal relations staff distinguished themselves with a 100 per cent participation rate, winning the branch an award of distinction. The minister’s office also achieved a 100 per cent participation rate, however with only six staff members, it was not eligible for a certificate.

Victoria had the biggest increase in donations—almost 60 per cent over last year—which brought its 1998 total to $36,831.

The Lower Mainland office raised $7,749, an increase of almost 30 per cent over the previous year.

Phil Best, a ministry employee and chairperson for the Nelson committee, helped collect $4,849 in that region.

Prince George also increased their donations over last year, raising $4,582.

In Nanaimo, local committee chairperson Bonnie Whipple led a $3,994 fund-raising campaign, which was slightly less than last year but still a considerable portion of the total amount raised.

Sharon Wilder, MoTH’s Victoria PECSF representative, said "a great committee and the support of the executive" combined to make the campaign a success.

Planning for next year’s campaign is now under way. Wilder and other PECSF representatives will begin recruiting volunteers in September and anyone interested in helping is welcome.

For more information on how to get involved, contact the PECSF hotline at (250) 356-1771.

1998-99 PECSF headquarters organizing committee:

Left to right: Sherry Stubbings, Linda Reed, Marie Schultz, Sharon Wilder, Janice Meier, and Gary Leibel. Front: Minister Harry S. Laii. Missing: David Robertson.
The province has responded to an increased demand for hot-in-place asphalt recycling by putting out to tender a record 10 projects this season.

“The hot-in-place process is a cost-effective and environmentally friendly way to extend pavement life and improve safety,” minister Lali said when he announced the expanded program. “I’m proud the Ministry of Transportation and Highways developed and introduced this made-in-B.C. technology more than a decade ago.”

Asphalt recycling is ideal for creating finished road surfaces in areas with mild climates and is used to prepare road surfaces for asphalt overlay or sealcoat operations where greater temperature extremes exist.

Hot-in-place asphalt recycling is completed in a single pass with a series of machines commonly known as “The Train.” The road surface is first heated before about 50 millimetres of pavement is removed. This material is then mixed with an asphalt-rejuvenating oil and a small amount of new asphalt before being reapplied. The new surface can be used by traffic within one hour, which helps minimize traffic delays.

This year’s projects include:

- Hwy 99 - Nickomekl Bridge to 88th Street
- Hwy 10 from 192nd Street to CPR Crossing
- Hwy 1 - Tanager Road to Campbell Creek in Kamloops
- Hwy 5 - Rayleigh to Heffley Creek
- Hwy 97C - Elkhart to Brake Check
- Hwy 43 - Wilson Creek to Elkford
- Hwy 95A - Cranbrook to Marysville
- Hwy 3 - Woodchuck Bridge to Nelway Junction
- Hwy 16 - Khyex to Kasiks
- Hwy 19 - Tsitika River to Zeballos Junction
- Hwy 18 - Lake Cowichan

Asphalt recycling offers several advantages over traditional paving operations, for example it costs one-third to one-half less than completely removing and replacing asphalt, uses about 60 per cent of the energy and less non-renewable natural resources.

The ministry has rehabilitated about 6,150,000 square metres, or 1,650 lane kilometres, of highway using this process over the past five years. This year’s projects will account for another 1,740,000 square metres or 475 lane kilometres of highway rehabilitation.

British Columbia is an internationally-recognized leader in asphalt recycling and in April, Lali visited India to discuss its use in Punjab and Harayana states.
Ministry framework guides consultation
by Jacqueline Gintaut, senior policy advisor

Stakeholder consultation is an important element of ministry work. Therefore, the ministry has developed a consultation framework to ensure consistent high-quality results and provide guidance to staff considering or planning stakeholder consultations.

The breadth of ministry consultations is very broad. Consultation efforts are often focused on planning and design, issue resolution, decision making and defining or assessing the impacts and issues of a potential action.

The framework includes:
- a ministry policy;
- staff tools, such as the ‘building blocks of consultation,’ planning template and guidelines;
- sample consultation plans; and
- in-house case studies.

Hard copies of the framework were distributed and circulated to staff in March. It can also be accessed electronically via the ministry-shared “p” drive within the folder “Consult.”

“The stakeholder consultation framework tools and corporate policy staff have both been extremely useful during my preparations for a cycling workshop this fall,” said Alan Callander, policy analyst, highway planning and policy branch.

“The framework provided me with clear direction on whether consultation was required and how to prepare for it.”

Callander said the framework’s development steps enabled him to organize myself, the participants and executive so that everyone knows exactly what to expect at the workshop.

Although the framework provides some considerations for consultations that involve First Nations interests, this framework does not preclude or alter existing guidelines or other written material related to First Nations consultations.

The aboriginal relations branch should be contacted regarding consultations that directly impact or involve First Nations.

An orientation session for the framework is available upon request. To arrange a session, please contact Jacqueline Gintaut, senior policy advisor, at (250) 387-7685.
Ministry aims to hire 160 summer students

The ministry intends to hire about 160 students throughout the province this summer, Transportation and Highways Minister Harry Lali announced recently.

“It is gratifying to see so many young people working in meaningful summer jobs,” said Lali. “I view it as a win-win situation: We can use some help completing our projects during our busy construction season, and the students can use both the work experience and the money.”

As part of its equity hiring policy, the ministry is encouraging applications from women, First Nations, visible minorities and people with disabilities during the recruitment process.

“Increasing diversity in the ministry reflects the face of B.C. and helps build a long-term resource of skilled people in this province,” Lali said.

Until they return to their studies in the fall, the students will gain experience working on a variety of ministry projects ranging from road construction to traffic management.

“Working in the communications branch for the summer will give me both confidence and experience that I know will be an asset when I return to school in the fall,” said Amy Sept. The B.C. Institute of Technology journalism student is one of 32 students hired in the Kootenays.

For some students, summer jobs like this help narrow long-term career choices and pay for upcoming school terms.

The students were hired under the Youth Options BC program and recruited through youth employment centres, community organizations and government offices. Youth Options BC provides young people with jobs, work experience and training opportunities as well as business training workshops, wage subsidy programs and tuition credits for community service work.

FROM THE ARCHIVES

Aerial ferry, 1960’s
Ashcroft, B.C.
Construction season (cont’d from page 1)

Region Two

- Construction is continuing on the Monte Creek interchange and four-laning four kilometres on Highway 1 and Highway 97.
- Near Kelowna, work will be carried out to design and build the Glenrosa Interchange on Highway 97 in Westbank and a new Glenrosa Connector.

Region Three

Many of the projects in the Kootenays this year came out of discussions held at the premier’s economic summit held in Castlegar last November.
- Several projects will continue work that was started last fiscal year, including work on Highway 3A along Kootenay Lake to Balfour and Highway 3 along a 15-kilometre section from Sheep Creek to Bugle Creek.
- Building a new Kootenay Lake Ferry.
- Designing and replacing the West and North Fernie bridges, including improved approaches.
- A $2.3-million interchange for highways 3 and 22 in Castlegar to service the town’s new commercial developments, its growing tourist economy, and the Hugh Keenleyside Dam.
- Replacing the Michel Mouth Bridge on Highway 3, east of Sparwood.

Region Four

This year’s continuation of the Northern Roads Initiative includes several notable projects:
- Twinning the John Hart Bridge in Prince George.
- Highway 16 and Vance/Cowart intersection improvements
- $15 million worth of continued reconstruction of Highway 97 in the Pine Pass area.
- Extending the climbing lane on Highway 97 north of Quesnel at Hush Lake.

Region Five

- Paving and upgrading Highway 37 to promote resource development and improve road travel along the 700-kilometre corridor.
- Reconstructing portions of the Nisga’a Highway to build a reliable, all-weather road for Nass Valley residents, local resource industries and growing numbers of tourists.
- Geotechnical work and pavement design to prepare for paving the remaining three kilometres of the Kitamaat Village Road in the year 2000.
- Installing rumble strips to slow vehicles approaching an “s” curve with a history of accidents at the Highway 16 CNR crossing.
- Installing new bridge railings and flares on Old Lakelse Road at Sockeye and Thornhill creeks and on Kalum Lake Road at Douglas, Camp and Goat creeks to improve safety.
- Reconstruction, sealcoating and resurfacing on Highway 16 and Highway 37 North.

Region Six

- Near Port Alberni, finishing the westbound truck climbing lane on the approach to the Highway 4 summit—otherwise known as The Hump—and finishing the eastbound passing lane to link two existing passing lane sections east of Elkford Road.
- Improving a five-kilometre section Highway 19 from south of Misty Lake to Port Alice Road. The project includes highway realignment and building a new T-intersection at Port Alice Road to improve traffic safety. Two logging road crossings will also be improved.

Y2K projects (cont’d from page 1)

slightly over $8 million, including estimated ministry labour cost.

Three of the ministry’s four Y2K mission-critical applications have been addressed.

The first system to be converted was the development approval process and the second was the Oracle corporate accounting system, which replaced the financial management information system.

In April, ISB converted Riskmaster, the system used by the claims unit.

The remaining mission-critical application to be converted is the Coquihalla system, which will be finished by the end of September. An independent project review is in progress.

According to the electrical engineering section, Y2K is a potential issue for electrical systems with embedded computer chips. These include reversible lane systems, changeable message signs, radios, traffic counters and miscellaneous control and monitoring systems.

Most of the ministry’s embedded chips are in its traffic controllers and MoTh has received verification that these systems are Y2K compliant. Ministry controllers are occasionally synchronized with municipal controllers, however they are isolated and will not be affected by municipal malfunctions.

Many controllers are interconnected with rail equipment. All rail companies have been contacted and written assurances of Y2K compliance have been received from Okanagan Valley Railway, Southern Rail and B.C. Rail.

The ministry’s changeable message signs have been tested and will work through the year 2000.

Continued on page 9
Article 29 committee tackles workplace issues

The Article 29 committee continues to meet on a regular basis to discuss current issues and resolve matters of concern in the workplace. This committee was established under the BCGEU Master Agreement and takes its name from the article in the agreement that outlines the terms and conditions it operates under. Primarily it is established to promote good relations between the parties.

The committee deals with a wide range of issues such as staff placements, reorganizations, office relocations, health and safety, training, matters affecting staff morale, contract review, etc.

The agenda includes items brought to the table by employer representatives who use the forum as an opportunity to update the union on organizational changes, introduce new programs, budget impacts and other matters affecting employees in the ministry.

If you have something you would like discussed at this forum, you may contact any one of the representatives listed below or submit it through your shop steward. Generally the only restriction is that the committee is unable to deal with matters pertaining to collective bargaining or grievances.

The committee will be posting highlights from the minutes on the ministry’s Intranet site soon. The Article 29 page will be accessed by a link from the MoTH intranet site:

http://gww.th.gov.bc.ca

Follow the link to human resources then go to employee relations and click on Article 29 committee.

Y2K projects (cont’d from page 8)

In the Lower Mainland, the George Massey Tunnel is currently not compliant and its date is being reset annually while a three-year rehabilitation project is under way. The Lions Gate Bridge system can also have its date set back during rehabilitation.

The Massey Tunnel and the Pitt River Bridge are scheduled to have their programmable logic controllers upgraded this year and the Cassiar Tunnel will have its monitoring system upgraded as well. The Okanagan Lake Bridge is currently compliant.

The M600 Golden River traffic count stations have been upgraded and are now Y2K compliant.

The radio system equipment of the radio and electronics section is not time or date dependent and suppliers have indicated that Y2K will not effect this equipment.

All highway engineering information systems used in the regions are Y2K compatible, including the PanTerra terrain modeling system.

The electrical engineering section’s year 2000 program should be finished by Sept. 30, 1999.

Additional Year 2000 project information is now available on the ministry’s Intranet site. To access, point your browser at:

http://gww.th.gov.bc.ca/gwwisb/Content/ITPlanning/Year2000Project/Year2k.asp?hindex=78
Kootenay’s Jack O’Bryan retires after 35 years

by Joanne Whitnack, operations assistant, East Kootenay district office

On Jan. 29, after more than three and a half decades of service in the Kootenays region, district technician Jack O’Bryan retired from the Cranbrook office.

Now that he’s got some spare time, he and his wife Sharon plan to build a log home on their property overlooking Kimberley and saddle-up their horses and explore the Kootenay backcountry.

The indefatigable engineer also intends to do some community work and perhaps pursue new business ventures as well.

Earlier this year, Jack attended his 35-year celebration in Victoria where he was presented with a gold watch and had his photo taken with Minister Harry Lali shortly afterward in Cranbrook.

In the early days of his career, Jack had the opportunity to see much of the province with the location branch. Over the years, he worked on such projects as Kicking Horse Canyon, Mica Dam, Fruitvale highway, the Salmo-Creston bypass, Arrow Lakes highway, Spencer’s Bridge highway, Mt. Robson slide, Trans-Canada Highway, Keremeos bypass, Parksville highway, Libby pondage, Grasmere area roads, Grand Forks and Midway highway, Rose Pass and the Siclan bluffs.

Conditions on many of the projects were less than luxurious, he recalls.

“On the Mica Dam project, we had one fellow who ran a power saw who quit three times in one day because of the bugs and flies.”

However, the job had plenty of benefits as well, including helping establish a lasting relationship with his wife.

“She wouldn’t marry me unless I had a job,” Jack recalls with a smile.

Jack and Sharon tied the knot on July 6, 1963 and eventually had four children, all born in different parts of the province: Raylene (Golden), Jackie (Revelstoke), David (Ashcroft) and Shawn (Kimberley).

With his large family, Jack decided in 1973 it was time to settle in one spot and landed a job in the Cranbrook design and survey branch.

In the autumn of 1975, he was promoted to the position of engineering assistant and in 1989 became the district technician.

Jack’s expertise at procuring funding for the East Kootenay district made many local improvements possible, including the Ryan passing lanes, Marysville curb and gutter project, the reconstruction of Highway 95A and numerous resurfacing and safety projects.

Errol Hicks, retired manager of rehabilitation and maintenance recently recalled that Jack always had a knack for fund raising.

“If there was a brick loose in Nelson, Jack had his hand out!” according to Hicks.

We thank Jack for his years of hard work and dedication to the ministry and wish him many years of happiness in his retirement.

Did you know...

Roadside features

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<td>(including Snow Sheds)</td>
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<tr>
<td>Pedestrian Tunnels</td>
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<tr>
<td>Large Culverts (&gt;3m)</td>
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<td>Changeable Message Signs</td>
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<td>Gravel Reserves</td>
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<td>Avalanche Areas</td>
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<td>Avalanche Paths</td>
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Note: As of April 1996

Source: MoTH Quick Facts Book, April 1999
Aboriginal Consultation

Aboriginal rights and possible title have the potential to substantially impact government business, including the activities of MoTH and the BCTFA. Although the government recently released its guidelines on Delgamuukw consultation, an uncertain and changing environment will likely persist.

Jim Fralick, manager of aboriginal consultation, is available to assist regional/district/BCTFA staff meet the province’s legal obligation to avoid unjustifiable infringement of aboriginal rights and possible title. Fralick joined the aboriginal relations branch after 19 years with ministries responsible for environment, agriculture and fisheries. During his career, he has focused on aboriginal relations, business development and land use. His academic training is in biology and business administration.

Jim and his staff will provide policy direction and operational guidance to staff on non-treaty, off-reserve aboriginal issues.

If you have a project at the design or implementation stage and need guidance on aboriginal issues, please contact Jim Fralick at (250) 387-7557 or by e-mail.

Visions for the Future

Visions for the Future is a series of career development conferences for First Nations youth. The program provides aboriginal youth between the ages of 15 and 29 with information and resources on existing job training and educational opportunities and assists them to develop a long term career plan.

Two-day conferences are held to direct aboriginal youth toward education and employment options that meet their specific needs.

The aboriginal relations branch, in partnership with regions and districts, has coordinated the ministry’s participation at 11 Visions of the Future conferences held across the province last fall and winter. MoTH’s theme was to promote engineering and transportation technology as career options.

Volunteers from regions, districts and ARB set up display booths, handed out materials and took part in various workshops. About 2,500 aboriginal youth have already attended these conferences and more are scheduled for this fiscal year.

Two veteran marine branch employees passed away earlier this year, Larry Struck on Mar. 26 and Dale Schweitzer on May 10.

Both men had worked on the Arrow Lakes aboard the Galena for the last 10 years, Struck, 54, as engineer and Schweitzer, 55, as captain.

Struck, who died while playing in an Old Timers Hockey Tournament, had been with the ministry since 1974. He is survived by his wife, two sons and two daughters.

Schweitzer died after a lengthy illness and leaves behind his wife and two daughters. He was hired by the ministry in 1966.

At Road Runner press time, a wake was being planned for Kamloops radio operator Annie Collins, who died June 23.

“Her generosity, humour and gentle spirit will be deeply missed by the many friends she made during her 29 years with the ministry and through her volunteer work in the community,” said Thompson-Okanagan human resources manager Eric Clarke.

Stephen Alexander, a geotechnical engineer with the central northeast region, was killed on May 2 while cycling in Australia with his wife Amanda. Steve, 31, was struck from behind by a van and died a few hours later in hospital. At the time of the accident, the couple was in the second week of a planned six-week vacation. Steve joined the ministry in 1992 and worked in Terrace and Victoria before moving to Prince George in 1995. Steve and Amanda shared a love of running, hiking, travelling, and gourmet vegetarian cooking. Both were heavily involved with local organizations.

Steve was a talented engineer and well-liked by everyone he worked with. He was kind, fair, and had a genuine interest in his profession and will be greatly missed by his co-workers.

In memory of Steve, a plaque has been placed at the geotechnical office in Prince George.
**New Places, New Faces**

The following individuals have been confirmed in new positions in the first half of 1999.

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