



Inuit Partnership Wins North Warning System Contract

Radar dome at Tuktoyaktuk, NWT, part of the North Warning System. (Nasittuq photo)

NGC News

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Years of lobbying and a strong bid paid off for Nasittuq Corporation in late January, when it was awarded the contract to operate and maintain the North Warning System (NWS) for an initial period of seven years, with four two-year option periods.

Nasittuq is owned by Inuit economic development corporations across the north, including the Nunatsiavut Group of Companies. ATCO Frontec is the minority partner.

The award marked the return of the contract to Nasittuq, which previously operated the NWS from 2001-2014. During that period, Nasittuq was also responsible for the operation and maintenance of the entire system. The new contract takes effect on April 1 of this year.

The NWS is a chain of 47 remotely-operated radar sites, stretching across the Arctic from the Northwest Territories to Cape Kakaviak at the tip of Labrador all the way south to Cartwright. The

sites provide radar support for the northern approaches to Canadian and US airspace. In making the announcement, the Department of National Defence addressed Canada's obligations under Land Claims Agreements, stating "this process reflects the Government of Canada's commitment to renewing and strengthening its economic relationship with Inuit."

"This has been a monumental effort for the entire team," says NGC President and CEO Chris Webb. "It was a very strong proposal with a winning strategy. I'm very proud and I'm grateful to everyone who helped make this a success."

North Warning System Facts

- 11 Long Range and 36 Short Range Radar Sites
- 5 Logistics Support Sites
- 47 Helipads and several gravel runways
- 118 Buildings
- 311 Bulk fuel storage tanks

This newsletter is available online only.

This edition of NGC News may be read online at ngc-ng.ca and on NGC's Facebook page.

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Photo: New England Aquarium

Air Borealis Right Whale Survey Contract Continues

Air Borealis will support the Department of Fisheries and Oceans' North Atlantic Right Whale survey for a fifth consecutive year. Air Borealis Director Travis Barbour states that the 2022 contract is for 500 hours of guaranteed flight time.



The North Atlantic Right Whale is an endangered species. Scientists estimate there are fewer than 400 remaining. The whales spend winters in the warm waters of the United States east coast mainly between Florida and the Carolinas, and migrate north to the Gulf of St. Lawrence in spring.

DFO tracks the movement of the Right Whales from the Scotian Shelf to the east coast of Newfoundland. The flying season usually goes from May until early September.



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Message from President and CEO Chris Webb

2022 has started off strong for the Nunatsiavut Group of Companies. We received the good news that the Inuit-owned company Nasittuq Corporation (of which NGC is a partner) was successful in its bid to operate and maintain the North Warning System for the next seven years with options for eight additional years. In early February, three new 20-foot reefers were delivered to Goose Bay to help fulfill our commitment to have temporary freezer storage capacity at all Nunatsiavut ports in 2022. In mid-February, Nunatsiavut Construction Inc. was awarded a \$2 million contract to renovate NL Housing Corporation Homes in Labrador City. TSI is in negotiations with Vale to extend its site services contract. Successful completion of these discussions will provide further job security for TSI's employees and their communities.

BRIGHT FUTURE

These are all key parts of our strategy to continue to grow NGC and work toward our vision to ensure that NGC is Inuit-led in all its operations and that it creates wealth for Beneficiaries.

Some key education infrastructure pieces are falling into place to help us achieve this vision. Memorial University's decision to establish a Labrador campus will allow a new generation of Labrador students the opportunity to study and obtain their degree close to home. And starting in September of this year, Labrador engineering students will be able to complete their first year of study at Memorial's Labrador campus.

NGC sees these developments as vital to our goal of developing Beneficiary leaders. We are actively exploring ways to implement co-op programs that will provide work terms for post-secondary students. We plan to become more involved in research relating to Nunatsiavut. With fewer travel restrictions, we will resume in-person meetings with high school students so that they can picture careers with our group of companies.



NGC will build on the number of Beneficiaries at all levels in our workforce. We have been hovering around 50% Beneficiary employment, but we must do more. Through new opportunities in education, with initiatives like co-op programs and student placements, and a focus on training in skilled trades such as carpentry, electrical, and plumbing, we will move those numbers upward.

LOOKING AHEAD IN 2022

Our companies are optimistic about the future and this is being shown through the new investments in our operations. We have made substantial new investments to improve efficiency and productivity in NCI's growing construction business with the hiring of senior project managers and the purchase of new equipment. Nunatsiavut Marine's investments will enhance loading operations at Goose Bay and protect frozen shipments in all Nunatsiavut communities. Air Borealis has invested major funds in hanger facilities, its freight terminal, and in public access areas to support its growing fixed-wing and helicopter services. Air Borealis and NGC Solutions Inc. are preparing for the re-opening of Base Camp at Torngat Mountains National Park in 2022.

As we move further into 2022, NGC and our many companies will continue to keep a close watch on our current operations and make strategic plans for the future. We are a modern and agile operation, able to make short-term adjustments such as we have done in the past two challenging years, yet have the vision and determination to achieve our long-term goals.

Chris



Photos courtesy NLHC

NCI Wins \$2-million NLHC Contract in Labrador City

Busy season ahead with work slated for Churchill Falls, Straits, Northern Peninsula, Upper Lake Melville, and Nunatsiavut

NCI General Manager Tom Lyall beams as he talks about the company's mission to become a year-round operation, with jobs in all parts of Labrador. 2022 will see that mission become reality with millions of dollars in work touching all parts of Labrador. "The mission is to become the builder and employer of choice throughout Labrador," says Lyall.

PUBLIC HOUSING RENOS IN LABRADOR CITY

The latest contract award is a \$2-million job to renovate 18 housing units for NL Housing Corporation on Cavendish Crescent in Labrador City. The renovations will be extensive and include replacement of doors, windows, vinyl siding, and roofing, as well interior and exterior energy efficiency upgrades. The work in Labrador City began in mid-March and will be completed by the end of the year.

"2022 is shaping up to be our busiest year ever."

MAJOR NALCOR CONTRACTS

The 2022 season will also see NCI crews take on extensive roofing work for Nalcor on residential units in Churchill Falls and at its power plants at L'anse au Loup and St. Anthony.

"These jobs were to be completed last season," says Lyall. "But the late delivery of materials and the early onset of winter pushed the jobs to this year. We will get started on those as soon as spring conditions allow us to safely start. All of these projects are expected to be completed by mid-August."

NUNATSIAVUT AND ULM TO BE BUSY

During the winter, NCI crews completed work for the Torngat Regional Housing Association and on private homes in Nunatsiavut. Work will also be completed this spring on jobs that got underway last year as part of the Nunatsiavut Government's Home Repair Program.

There's also a list of projects in the region for 2022, including replacement of the roof on the Nain Medical Centre, the supply and installation of a mini-home for the Nunatsiavut Government, and renovations on NL Housing Corporation homes in Happy Valley-Goose Bay.

"With the various types of work, the sheer quantity, and the location of those jobs, 2022 is shaping up to be our busiest year ever," says Lyall.

PROJECT MANAGERS HIRED

Managing and coordinating millions of dollars in construction throughout Labrador, as well as keeping jobs on schedule and on budget, will require additional staff. NCI hired a senior project manager and is actively recruiting both senior and junior manager positions, as well as carpenters and carpenter's helpers.

"The crewing requirements for 2022 will easily surpass previous years," says Lyall. "The increased volume of work will require more technical and craft labor than we currently have on staff." 🛠️



Long-serving employee a key part of NCI team

Kevin Aylward, left, heavy equipment operator at Nunatsiavut Construction Inc., received his 10-year service award from NCI General Manager Tom Lyall last year. He will receive his 15-year award in 2022.

Kevin Aylward was putting the finishing touches on a home for the Torngat Regional Housing Association when we talked in late February, in preparation for the final inspection before Nunatsiavut Construction Inc. turned over the keys. "I'm doing little touch-ups," he says. "Fixing small deficiencies with the plastering, the stuff you can only see when the paint goes on."

Kevin got the initial call to come and work in Labrador in July 2006. His skills as a tree harvester were needed by PostMill Lumber in Postville, which was preparing a couple of barge loads of wood to be shipped out. He came to Labrador that summer and has been working on the north coast with Nunatsiavut Construction ever since, and is one of the longest-serving employees in the Nunatsiavut Group of Companies. Kevin will receive his 15-year award in 2022.

"Everyone in the community knows me," he chuckles, as he talks about the people he's gotten to know in Nain since moving permanently to the community seven years ago in 2014. "I have a lot of friends here. Every day, you see people that you know, and the lifestyle appeals to me."

RAISED ON NORTHERN PENINSULA

Kevin grew up in Port aux Choix on the northern peninsula. His dad, who's now 81, fished for much of his working life and later transitioned into

wood harvesting. That's the work Kevin was doing when the PostMill Lumber job offer arose.

When Kevin arrived in 2006, Postville was a busy community with the lumber operation and a refuelling station for the half dozen helicopters servicing nearby uranium exploration projects. A tragic crash involving one of the aircraft in October 2007 prompted construction of a separate fuel farm for the helicopters, away from the busy gas station and Hydro fuel depot. Kevin cleared the land for the new fuel farm and until it went into operation, transported fuel to the aircraft in the back of a pickup. "Once we got the fuel farm running, we had two attendants refuelling the helicopters," he says. "The pilots no longer had to do that work themselves. They didn't even have to shut down the aircraft. They were in and out in 15 minutes."

Two of the high profile and special jobs he's worked on involved preparing and installing the Labradorite monuments to commemorate the forced relocation of the Inuit from Nutak in 1956 and Hebron in 1959. Bronze plaques contain the names of the people who were relocated and an official apology from the Government of Newfoundland and Labrador are attached to large blocks of Labradorite. But getting the monument at Hebron in place was no easy job.

conclusion next page...

Long-Serving Employee cont'd...

Kevin excavated the property in Hopedale this year for construction of the new Nunatsiavut Government warehouse. (Bird's Eye Inc. for NCI)

"We had crated and barged the blocks for the monument into the bay where we had a helicopter to sling it into the site where the monument was to be placed," says Kevin. "On the day they were supposed to lift the stone off the barge, the weather was down. Finally, they were able to fly it in but didn't have the time to



Kevin Aylward and his crew at Hebron in 2009 preparing the monument for the official opening. (Submitted photo)

lift the stones on top of the monument. There was nothing to do but lift it up ourselves. It took about 20 of us with the blocks on a couple of poles to do the job. We got it done just in time for this important ceremony."

INVOLVED IN KEY PROJECTS

As a heavy equipment operator, Kevin has had a hand in all of NCI's major projects in Nunatsiavut. If there's a home or any other type of structure being built, he's likely to be the person excavating the land and delivering the fill from the quarry, where he is part of the team blasting and processing stone for north coast


infrastructure projects. And sometimes, they need lots of rock fill.

"There's places on the coast where there's a lot of pug and mud and you have to dig down deep," he says. "When we did the pumphouse in Hopedale last year, we were down 10 feet before we could put the stone in. And here in Nain, we spent 10 days chucking away mud and pug where the women's shelter was built. We had to put about 60 loads of stone into that job."

NEW EQUIPMENT A BONUS FOR NCI

NCI's investment in a new rock crusher and other heavy equipment in 2021 and the plan for more investment this year, is music to Kevin's ears. "You need reliable equipment," he says. "It means you're not putting all the stress on one or two good pieces. We are set up well now."

The word "we" comes up several times in the conversation with Kevin. He's proud of his team in the quarry where production depends on co-operation with co-workers and the smooth running of the crusher and other equipment. "You have to take care of equipment, especially here on the coast," he says. "It's not like you've got Toromont Cat alongside where you can get spare parts or bring a mechanic on to the site. You have to be careful with the equipment."

That also means the work crew has to be creative at times. "We're used to making some of the tools we need," he says. "There might be a wrench that we need but we just don't have it. You find a way to get the job done. You don't stop the job because something is missing." 

NSI and Air Borealis Prepare for Base Camp Season

Photo: thetorngats.com

For the first time since August 2019, Air Borealis and NGC Solutions Inc. (NSI) will welcome visitors back to the Base Camp and Research Station at Torngat Mountains National Park.

"Everyone is excited to be planning for a new season," says NGC Chief Operating Officer Sarah Leo. "There's a lot of work to be done between now and when we welcome the first guests in July. We're working with the Nunatsiavut Government and Parks Canada to provide a top-level experience."

NSI and Air Borealis operate Base Camp under a five year contract that started with the 2019 season. The last two years were cancelled due to the pandemic, but planning is well underway for 2022.

"We are recruiting for positions such as Program Manager, Chef, and other roles to make for a great guest experience," says Air Borealis

Director Travis Barbour. "We have about 200 guest nights booked and expect that number to grow steadily now that travel restrictions have been relaxed."

LONGER SEASON IN 2022

One of the major changes at Base Camp this year is the implementation of a longer season. Typically, the season was five weeks, stretching from mid-July to the last week in August. The 2022 season will be lengthened to seven weeks, and go from July until the first week of September, the latest-ever closing. "By early September, the colours in the park will have begun to change," says Leo. "That will add an extra special dimension for guests."

As planning ramps up for the return of Base Camp in 2022, one word seems to describe the feeling at NSI and Air Borealis. Relief. Says Travis Barbour, "we are all looking forward to greeting guests as they return to the park." 🏠

Direct Flights added to Nain and Natuashish

Passenger Levels Increase as Travel Restrictions Lessen



Photo: Air Borealis Twitter

The up and down trend for air travel in Labrador has trended upward again, in the wake of relaxed travel restrictions. That's good news for Air Borealis and people in north coast communities who depend on air service.

"We're starting to see travel bookings trend back to pre-COVID levels," says the airline's Director Travis Barbour. "We faced challenges during the winter when the Omicron variant took hold. There weren't near as many people flying and we had to align the number of flights with the volume of passengers. Still, we were able to schedule a flight to every community each day."

Now, with bookings trending upward, the airline has moved to meet increased demand. "We've implemented direct daily flights between Goose Bay and Nain and Goose Bay to Natuashish," says Barbour. "There is high demand in those two communities for travel to Goose Bay. We're happy to be able to accommodate that and continue to provide top-level service."

STAFFING LEVELS STABLE IN 2022

The onset of the pandemic in 2020 forced the company to reduce staffing levels by 40 percent for a period of time. However, Air Borealis was able to maintain full staffing levels during this winter's Omicron surge.

"We navigated through this winter very successfully," Barbour says. "We maintained flights to the north coast and operated efficiently by making up passenger shortfall numbers with freight and other cargo. In addition, we were quite busy with passenger and cargo flights to the Vale mine at Voisey's Bay."

COVID MEASURES REMAIN

Air Borealis' operations are regulated by Transport Canada and as a result, the same COVID measures remain in place as with all air travel in the country. All passengers must wear a mask in airport facilities and on planes, and be double vaccinated in order to fly. Airline staff must also be double vaccinated. 🇩🇪



AIRborealis

**Freight and Cargo
Volumes**

2019
4.25 million
pounds

2020
3.5 million
pounds

2021
4.6 million
pounds



Air Borealis carries out more Infrastructure Improvements

Hanger 14, shown here in December 2021, provides overnight storage for Air Borealis' fleet of Twin Otters. Renovations will begin on the hanger this year to add office space for administrative staff, who currently work in another location. (Air Borealis, Twitter)

Improved customer service and operational efficiency are the driving forces behind infrastructure improvements at Air Borealis operations in Goose Bay. Renovations were carried out last year in the cargo department, both in cargo storage and the public reception area. The plan for 2022 will bring an investment in ground service equipment and a more efficient use of space, by building offices in Hanger 14 to accommodate administrative staff.

Helicopters. The upside to this arrangement is that the aircraft are leased rather than owned by Air Borealis. Custom Helicopters has the capacity to provide additional aircraft as the need arises.

Air Borealis is also investing in new ground equipment in 2022. It has already purchased and installed a belt loader for loading cargo and luggage. This will improve loading operations at the airport in Goose Bay. The airline is also



The new belt loader purchased this winter by Air Borealis, will improve efficiency in loading cargo and luggage. (Photo: Air Borealis)

"Moving staff into Building 14 will bring them closer to the operational side of the business," says Director Travis Barbour. "That will improve efficiencies in the building and bring about a more productive use of space."

There are also plans to upgrade Hanger 15 to become Air Borealis' helicopter base. The helicopter operation has grown to 3 aircraft, operated under a lease arrangement with Custom

purchasing a Ground Power Unit (GPU) which provides power to an aircraft while it's on the ground. Supply chain delays associated with the pandemic are playing havoc with the arrival of that piece of equipment. "It's quite a long lead time to take possession of the GPU," says Barbour. "The suppliers tell us there's a 20-week delay. Getting all these pieces in place will increase service levels to all our customers and clients." 🛩️



TSI Negotiating Long-Term Contract with Vale


With up to 1000 construction and mining employees on site at Vale for the past few years, Torngait Services Inc. (TSI) has demonstrated how its site services crew and the company's leaders can adjust to changing circumstances and the demand for a variety of skills. TSI General Manager Wyman Jacque believes that TSI's sterling record in meeting the demands on the Vale Underground Mine Expansion project (VBME), strongly positions the company to retain the site services contract once the underground mine goes into production.

"We've proven ourselves a reliable and competent contractor to do the site services work and help out with civil work," says Jacque. "TSI has been successful in finding employees to carry out specialty work for Vale on several occasions. We did that when they needed a warehouse crew, we recruited geology technicians when Vale needed them, and we successfully recruited people to do the clearing and grubbing work so that exploration can continue on Discovery Hill. All of those successes point to TSI's ability to do

the work and to Vale's reliance on us to get the job done."

WORKFORCE EXPANDED SINCE VBME

The mine expansion project, which began in 2017, led to a four-fold increase in TSI's site services staff. From a core workforce of 65 prior to the expansion project, TSI employment peaked at 270. Those numbers will decline sharply once the construction phase ends late in 2023, but Jacque anticipates that just over 80 staff will be needed to fulfill the site services work. That's 15 to 20 more staff than TSI employed prior to the expansion project.

"Vale will require extra people to handle increased flights and the additional services that will be needed by a larger mining staff," says Jacque. "Our record here in getting the job done and our safety record puts TSI in a strong position to continue to be part of this important project for Labrador. It also means that we are all doing our part to uphold the Inuit Impact and Benefits Agreement that is a vital part of this project." 

TSI Employee and Family Assistance Plan Valuable Asset

When TSI went searching for an Employee Assistance Program for its employees on the Vale project, they were on the lookout for something special, a program that would benefit entire families, not just employees

"Our employees work and live away from home and their families for half of the year," says TSI General Manager Wyman Jacque. "A lot happens in the life of a family during that time. We wanted a robust program that would meet the entire family's needs such as help to ensure mental wellness, as well as other practical things like nutrition, financial and legal advice, and dealing with realities such as shift work and other work-related issues."

TSI was impressed with the comprehensive range of services offered by the Homewood Health program, provided by licensed professionals including clinical social workers, mental health counselors, and substance abuse professionals.

"The pandemic has brought employee wellness and mental health into sharp focus globally," says TSI Human Resources Manager Mike Evoy. "While TSI does its best to provide our workforce with resources and support to do their jobs well, personal issues and the stresses that every day life can throw at us can affect performance in the workplace. It is important that employers invest in

the wellbeing of their staff to keep them happy and engaged, and to improve productivity and morale. Our EAP plays a big part in allowing us to do this."

"The program is there for our employees and their families to use," says Wyman Jacque. "The really good thing is that the program is confidential, it's completely free for people to use, and it's easy to access online at **HomeWeb.ca** or through the toll-free number **1-800-663-1142**."

Health	Life Balance	Career
<ul style="list-style-type: none"> • Nutrition • Lifestyle Changes • Jumpstart your Wellness • Smoking Cessation 	<ul style="list-style-type: none"> • Childcare and Parenting • Elder and Family Care • Relationships • Financial • Legal • Grief and Loss 	<ul style="list-style-type: none"> • Career Planning • Workplace Issues • Pre-Retirement • Shift Work

Some of the services offered through TSI's Employee and Family Assistance Plan by Homewood Health. The program is free to employees and their families and is available online or by phone.



TSI Launches New Website

www.torngaitservices.com

Torngait Services Inc. launched its new website this winter, with updated features. TSI General Manager Wyman Jacque described the design overhaul as "clear, crisp, and current" with a two-fold goal: to appeal to potential future employees and prospective business partners.

"The idea is really to have people check in with us and get a clear vision of what TSI is doing and what it is capable of doing," he says. "It is an excellent way to promote our capabilities, especially with future mining opportunities in the Nunatsiavut region."

Front and centre on the landing page of the website is a link to TSI employee recruitment.

"It gives people an easy way to connect with us and to see where the employment opportunities are," Jacque says.

The website also links to projects that TSI has been part of, a photo gallery, and the various services offered by the company.



NMI Planning for 2022

While Environment Canada's ice charts show the Labrador coast covered in ice all the way down to northeast Newfoundland, Nunatsiavut Marine Inc. (NMI) officials are preparing for the start of the 2022 season, due to begin on June 12 with the first trip north from Goose Bay by the *Kamutik W*.

"We've been working on our capital plan to acquire new equipment for the operation," says NMI General Manager Gary Latimer. "We have temporary community freezers that will be placed at Rigolet, Postville, and Makkovik and some of the other equipment that we need for this season."

But supply shortages that arose with production shutdowns and slowdowns during the pandemic continue to ripple through.

"We planned to buy a new shunt truck to move containers around the dock in Goose Bay," says Latimer. "But we're told we would not even get delivery of a new truck until early 2023. So we're now looking for a used vehicle. We're also working on acquiring a fourth 53-foot hybrid reefer for the service."

PLANNING MEETING FOR 2022

NMI leaders and managers will kick their planning for 2022 into high gear when they meet near the end of March. Latimer, Operations Manager Dwayne Canning, Port Manager George Eldridge, and Assistant Port Manager Gary Keefe will review the 2021 operation and decide on changes that will be necessary for the coming season.

One of the key parts of the March meeting is to plan for the startup of the new season, including determining what training needs to take place.

"I've received a training plan from Dwayne," says Latimer. "He's reviewed everyone's training certificates and has noted employees who need to have their training updated for 2022."

The training will take place onsite at the Goose Bay facility, and includes forklift training, recurrent training for employees who operate the equipment for stacking containers, rigging training for employees working on heights, and a 2-day course in fall protection. Heavy equipment operators must complete an annual refresher in working safely around power lines.

"It takes a lot of work and organization to get that amount of training underway," says Latimer. "In addition, we do WHIMIS training which focuses on hazardous goods and everyone has to do Transportation of Dangerous Goods training."

GETTING STAFF BACK ONSITE

The dock and warehouse staff at Goose Bay and ports on the coast are seasonal employees, and NMI will send out recall letters by the end of March. Once Latimer and his staff know who's returning, they can set about filling any staffing gaps.

"We have a strong crew," he says. "And the good news is that it seems everyone is coming back for 2022. Around the end of May, we will recall some of our our staff and ramp up slowly. We will clean up the yard at Goose Bay and open the building. About a week before we start accepting freight, the full crew will come in and complete the training that needs to be done this year and get everything squared away to start the new season." 🙏



LICST Chair Appointed Senior Labrador Advisor to Engineering One Program at the Labrador Campus

LICST Chair Garry Best, himself a graduate of Memorial University's Engineering degree program, has been appointed to the new Labrador Campus of Memorial University as the Special Labrador Advisor to the university's first year engineering program (Engineering One). The program is due to start in Happy Valley-Goose Bay in September as a partnership between the School of Arctic and Subarctic Studies and the Faculty of Engineering and Applied Science.

"As Indigenous people, the Labrador Campus is proof that we have a place in higher learning," says Best. "It is a culmination of years of work and partnerships between the Labrador Campus, the three Indigenous groups in Labrador, and multiple organizations, and there is overwhelming support for the first year engineering program."

As Special Advisor, Best's role will be to assist in development and implementation of the program, advise on student work terms, and provide input on making the program successful in the long-term.

Best feels his own background, from enrolling as an engineering student in Memorial's Naval Architecture program in 1984 to further engineering studies in the United Kingdom and a career as an officer in the Canadian navy, position him to help Labrador students entering the field.

"I can tell them that I, too, was in their shoes back in the mid-1980's," he says. "I want to make

sure that they succeed. It's important for potential students to know that the first year program in Labrador will be developed for Labrador students. It will have the rigour and discipline that engineering requires, but will incorporate Indigenous and Northern content and ways of knowing and doing."

Best's position in the senior federal public service as Ontario Regional Executive for Indigenous Services Canada created the opportunity for this appointment as Special advisor for the Labrador engineering Term 1 program.

"I was fortunate to be considered and approved for this appointment through the Interchange Canada program, which allows temporary assignments for core public servants into other sectors," he says. "It's fitting that it came on the 40th anniversary of my career serving Canada through the military and the civilian public service."

His goal now is a simple, but important one. "We want to make sure that we do all we can to support learning," he says. "There are so many opportunities in engineering, both here in Labrador and in the world. We will make this work because of the significant partnership that we've created between Memorial and the three Indigenous groups in Labrador."

For more information about the program, read the press release at <https://gazette.mun.ca/public-engagement/accessible-education/> or visit the Labrador Campus website at <https://www.mun.ca/labradorinstitute/>. 📱

NGC Assists Nain Company with Vale Safe Crossings Contract

Open ice track created by Vale's ore carrier, Umiak I, near Edwards Cove, Voisey's Bay.

Sarah Leo Photo

When the *Umiak I* approaches Edwards Cove to get loaded with ore from the Vale mine, sea ice isn't a problem. The 32,000 ton ore carrier can break through 1.5 metres of ice (nearly 5 feet thick) unassisted. In its wake, however, is an open track several kilometres long by about 30 metres wide. That's where the Nain-based company, Sikuliatsiuk, comes into play. Owned by local residents Joey Angnatok and Sidney Dicker, and under contract to Vale, Sikuliatsiuk places pontoon bridges across the open track, allowing

business with Vale must be approved as vendors. Without that designation, a process that can take months to complete, Sikuliatsiuk would not have been able to take over the contract from another local company. That's where NGC, and specifically Nunatsiavut Construction Inc. (NCI) came into the picture for this winter season. As an approved vendor, NCI has allowed Sikuliatsiuk to operate under its auspices until the company qualifies for its own status as an approved vendor.



At left, the Sikuliatsiuk crew uses winches and snowmobiles to position the steel pontoons into place across the ship's track. At right, the pontoons are in place, creating safe passage for snowmobiles. (Stephanie Angnatok photos)

residents to safely cross Anaktalak Bay on snowmobile and go to their cabins and traditionally-used trails south of Nain.

FIRST YEAR FOR NEW COMPANY

This winter is the first for Sikuliatsiuk and that presented a challenge. All companies doing

"That's our role in this process," says NGC COO Sarah Leo. "Joey and Sidney and their crew do all the work from marking the ice track all along the *Umiak's* route to placing the pontoons across the ship's track in two locations to ensure safe passage for snowmobilers. NGC was delighted to be able to assist a new local company to take over this vital project that ensures safe passage for snowmobilers."

Next Page: See the process of creating the safe crossing for snowmobiles.

Safe Crossings

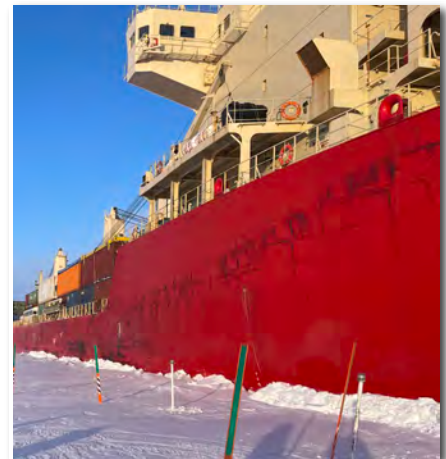


The Umiak I creates an open channel of water on its way into Edwards Cove. This is when the work begins for Sikuliatsiuk.

Photos: Sikuliatsiuk, Joey Angnatok



The Sikuliatsiuk crew arrives on Anaktalak Bay to begin the work of placing pontoons across the ship's track. The pontoons are heavy. Wenches and snowmobiles are required to position them across the open water to provide safe crossing for snowmobilers. The Umiak I has made three trips this winter, on January 22, February 28, and March 23. The next scheduled trip after March is May 22.



Cables are attached to the pontoons as the work begins to drag the buoyant steel structures across the opening created by the Umiak I. Slowly, the pontoons are pulled across the open water. Markers are placed to alert snowmobilers to the safe crossing areas and guardrails installed to ensure safety while crossing. The pontoons have to be removed for the ship's outbound journey and then reinstalled until the next trip.



Respectful Workplace

Def: A respectful workplace is one where all employees are treated fairly, difference is acknowledged and valued, communication is open and civil, conflict is addressed early and there is a culture of empowerment and cooperation.

University of Victoria, BC

From Janice Webb's perspective as NGC's Manager of Human Resources, all employees in the organization, from new hires to the senior leaders, have key roles to play in ensuring that NGC is a respectful workplace.

"A respectful workplace is a healthy workplace," she says. "When you have happy and healthy employees, you have more productive employees and high morale. People can focus on their roles and responsibilities."

As part of the plan to integrate a formal respectful workplace policy, she's organized a one-day online learning session by Memorial University's Gardiner Centre for NGC employees.

"This is just the start of our activities toward fostering a respectful workplace," she says. "We will monitor our progress as we move through the next few months and encourage the Respectful Workplace Policy through our whole group."

ZERO TOLERANCE FOR HARASSMENT

A respectful workplace is a work environment where harassment in its many forms is stamped out and replaced with behavior that appreciates and respects people's differences, is inclusive of everyone, recognizes people's efforts and achievements, and that considers how behaviour impacts others. Webb says NGC has no tolerance for any kind of harassment and will investigate all complaints.

"Employees who join the company, either temporarily or permanently, will be held to the same standard," Webb says. "We will hold individuals accountable if harassment is involved. We have zero tolerance for harassment."

"There's been a big shift," she says, "in how people think about differences and inclusion. "The discovery of hundreds of Indigenous children's graves at residential schools within the last year has impacted me personally. It also opened up my eyes in how much more can be

done even from a Human Resources Professionals perspective to work towards reconciliation within the workplace. Indigenous peoples have been mistreated for many years and reconciliation and inclusion must be a priority. Organizations can have policies and standards in place so that cultures and backgrounds are respected and celebrated in the workplace. This will allow individuals to feel more comfortable in being themselves and bringing cultural practices into the workplace."

IN-HOUSE TRAINING UNDER DEVELOPMENT

Webb and Roxanne Fisher, NGC's recently hired Health and Safety Advisor, hope that by next winter, NGC will have its own training program to offer to new hires and as a refresher for existing employees, managers, and leaders.

"Besides providing education to employees about what can be considered harassment, we need to make people feel comfortable to report harassment if it's taking place. Sometimes people don't want to speak up for fear of jeopardizing their employment. We have to create an environment where it's okay to come forward."

Webb says a proper support system is essential if a respectful workplace policy is to be successful. "Support services may be required for people who've been subject to harassment and training provided so that people can correct their behaviour. We have to make sure supports are in place for employees."

Supervisors will be expected to play a pivotal role as NGC's respectful workplace policy gets implemented. "Supervisors will have to monitor the workplace to ensure that harassment is identified and stopped. I've seen harassment impact people's mental wellness. People have left organizations because of harassment. People who stay have been impacted. The consequences of not dealing with harassment are damaging to everyone involved." 🙏



Employee Profile

Eileen Saunders

NGC

Eileen Saunders was up for the challenge when NGC asked in 2018 if she'd consider taking over the accounts payable role for Nunatsiavut Marine Inc. (NMI), along with her regular job as administrative assistant at the NGC office on Royal Street. She knew NMI, having worked there as supervisor with the reservations department. But Eileen had concerns about the new role she was being asked to consider. She didn't have an accounting background and would need an online course to bring her skills up.

"I didn't have the confidence to return to studies after being out of school since the 1980's," she says. "But I got a big boost from my two children who kept telling me I could do it. It was very encouraging for me to have their support and I wanted them to see that I was working hard to progress in my job."

Eileen successfully completed the course. "A little frustration kicked in during certain modules," she says. "But I kept saying 'you can do this.' Then I'd attempt an exam and pass and began to feel I can really do this."

THE FACE OF NGC

The pandemic has reduced the face-to-face contact that Eileen has with the public in her role as administrative assistant at NGC. With the province gradually loosening restrictions, she's the person who answers the phone and greets people who come to the office for meetings. That's the public role she plays. But it's far from the only role. If something needs to be mailed, scanned, or faxed, Eileen does it. She maintains and orders office supplies, receives incoming mail and prepares outgoing mail, and runs local

errands with NGC's vendors.

"The administrative assistant is the face of the organization to the public," she says. "We are the front end of things. It's an important role in an organization."

THE JOURNEY TO NGC

After returning from western Canada in 2009, Eileen landed a job with Air Labrador. NGC would buy controlling interest in the airline in 2012, meaning that Eileen, a Nunatsiavut Beneficiary, would now be working for a Nunatsiavut-owned company.

"I felt proud that there were opportunities with big companies that we owned as Beneficiaries. You'd complete a job application and there was a box to tick if you were a Nunatsiavut Beneficiary. It makes you proud and gives you a boost. I'm proud of where my parents came from."

Eileen's paternal grandfather was a postmaster who travelled to northcoast communities with the mail. He married Naomi Rich from Bluff Head, northeast of Rigolet. Her father, William, was born in Daniel's Rattle, near present-day Natuashish. But he came to Goose Bay in 1947 where he met her mother, Annie Pottle, who grew up in Bob's Brook near Rigolet. There was frequent talk of the future for Labrador Inuit in the Saunders' home during Eileen's childhood years, especially after the Labrador Inuit Association (LIA) was formed in 1973 to promote and protect Inuit culture, language, and traditional lands and to assist with land claims negotiations. The LIA was a frequent topic of conversation in the Saunders home.

conclusion next page...

Employee Profile

Eileen Saunders

NGC cont'd...



"Mom and dad would talk about the LIA and how one day we might get work because we were card-carrying members," she says. "They have both passed on but they would be so proud to know that I have a job with what they would call the LIA."

RECONNECTING WITH THE COMMUNITY

The move back to Happy Valley-Goose Bay in 2009 was a homecoming in many ways for Eileen. Four of her siblings were living in the town and eventually, her son would move back from Alberta. And she was now living amongst the people she grew up with. But she wanted more, a personal connection with Nunatsiavut. Eileen found that connection in 2010 when she attended

Beneficiary elders in places like Mud Lake. We'd walk in with the ham and veggie hamper and there would always be a chat. They would ask, 'who is your dad? Sure, I know him.'"

NICC also reached out to Inuit youth, and sponsored the Inuit Youth Drum Dancers. "We had uniforms and moccasins made for them. They would attend elders' social events. It was so gratifying to see them perform and to know that they were keeping the drum dancing tradition alive. That and the food hampers for elders are two of my best memories."

THE FUTURE

In 2021, Eileen marked her eighth year with NGC.



Eileen wanted to become involved with the community when she returned to Happy Valley-Goose Bay in 2009. She became a director of the NunaKatiget Inuit Community Corporation. (L - R) Delivering Christmas Food Hampers to Mud Lake in 2018; the Inuit Drum Dancers in their traditional clothing; and with food bank colleagues dropping off a donation to the homeless shelter.

the annual general meeting of the NunaKatiget Inuit Community Corporation (NICC), which runs the Max Winters Memorial Community freezer program. The freezer supports Beneficiary elders aged 60 and older in Upper Lake Melville. Eileen became a director at that meeting and three years later, she was vice chair.

"It was a wonderful experience," she says. "The Board would do something special for elders at Christmas to take away some of the burden of the cost associated with the season. We'd get on the snowmobile and deliver food hampers to

She's closing in on 60 but retirement is not on her immediate agenda. "Being in the work force and seeing people at the age of 70 still working, I'm not looking to be full-time retired," she says.

She reflects on her decision to do an accounting course after being out of school for decades and how that might encourage others. "I wasn't sure that I could do it, but I succeeded. I would like to be seen as a role model for people who are older and who would see me as an example of someone who can succeed at something new, no matter what your age." 🙏



Pilot Training Returning to Goose Bay

Photos: MFC Training

Following the successful debut of flight training in Goose Bay in 2021, Air Borealis and MFC Training, operators of the Moncton Flight College, will again offer pilot training through the Air Borealis facilities in 2022.

Air Borealis Director Travis Barbour is excited to see the program return for a second year. "This is an excellent opportunity for people in Labrador to learn the basics of flying right here at home instead of having to travel to Moncton," he says. "We feel that it's very appealing for people in this part of the province to get this opportunity close to home."

In early March, Air Borealis first officer Brianna Ricketts took part in a webinar to discuss flying and the flight school program. 140 people took part in the presentation, a hopeful sign according to Barbour.

"It was a chance to really show people what flying

is about and the opportunities it offers," he says. "Last year, enrolment in the training school exceeded our expectations. We're hoping to get even more interest in the program this year."

Students learn through practical flying experience and classroom and online instruction. The option to earn a Private Pilot License allows a successful candidate to fly with multiple passengers and to earn night-flying rating. A private license also opens the door to further training and a career in commercial aviation, such as the opportunity to work with Air Borealis.

"We are proud to return to Happy Valley-Goose Bay for 2022 with a wide range of training options for prospective students," said Blair Springate, VP of Training at MFC Training. "We are also excited to see familiar faces return, as last year's students continue their flight training."



Flight Training School 2022

Dates: May 16 to September 16

Staff: 2 Instructors and Supervisory Instructor

Aircraft: 2 Diamond DA-20 planes

Training Options: Private Pilot License, night rating, and start toward Commercial Pilot License

CONTACT FOR MORE INFORMATION

<https://mfctraining.com/fly/yyr>

GRACE VOISEY KINDNESS WEEK

NGC Staff Honour Life of Local Teenager

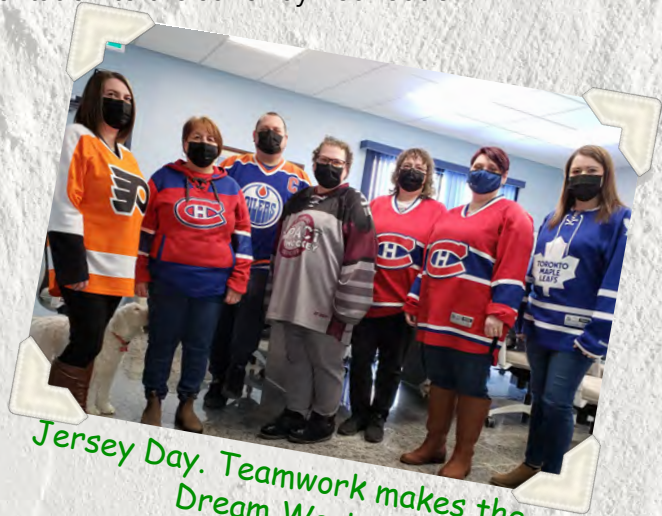
NGC staff in Happy Valley-Goose Bay paid tribute to the life of local teenager Grace Voisey in mid-February, by donning colours that reflected the values that she practiced. Grace passed away in July after battling leukemia.

The tribute originated at Mealy Mountain Collegiate in Happy Valley-Goose Bay with Grace's school friends and teachers. NGC was proud to honour Grace's values and her courage.

Staff made donations that were matched by NGC, for presentation to the Janeway Foundation.



Purple Shirt day in honour of violence prevention.



Jersey Day. Teamwork makes the Dream Work.



Pink Shirt Day. Stand up to Bullying.



Rainbow Day.



Peace, Love, and Tie Dye.

SCHOLARSHIP APPLICATIONS DUE

NGC and several of its partners promote education and opportunity through annual scholarships. With application deadlines approaching, Beneficiaries are encouraged to investigate requirements and submit their application.



NGC supports 4 scholarships annually worth \$1250 each. Deadline to apply for 2022 is May 31, 2022. Details and application package are available online at ngc-ng.ca.



PiKalujaq Fisheries Limited

PiKalujaq Fisheries supports 2 scholarships in each of the fall and winter semesters at Marine Institute, worth \$1250 each. **Apply through the Marine Institute.**



Air Borealis awards a \$1000 annual scholarship, renewable for up to 3 years to a Nunatsiavut Beneficiary. Application deadline is June 25. For additional details and application, email scholarships@airborealis.ca.



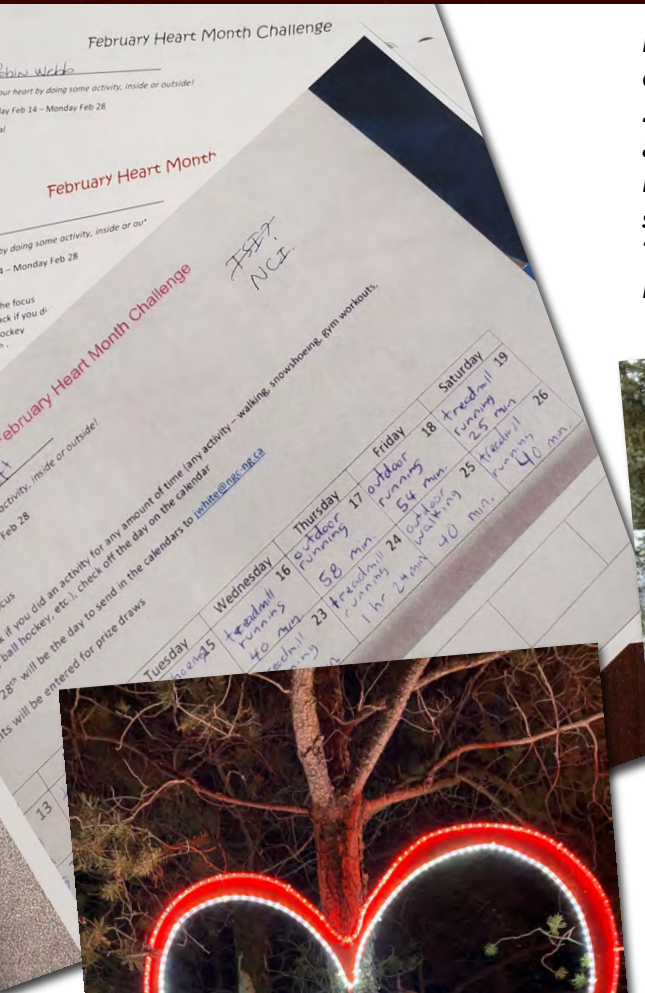
Torngait Services Inc. awards six scholarships annually, a \$1000 award to a high school student in each of the Nunatsiavut communities and one scholarship to a student in Upper Lake Melville. **Apply through the high school principal.**



Bird Heavy Civil Limited awards a \$1500 annual scholarship to a Nunatsiavut Beneficiary. Applications are due by May 31. Details are available at Bird Heavy Civil Limited, 90 O'Leary Avenue, St. John's, NL A1B 2C7 **TEL:** (709) 726-9095 **Attn: Boyd Humby**



Heart Month Challenge



During Heart Health Month in February, NGC challenged employees to be physically active and to record their activity for a 2-week period. The focus was on participation and to draw attention to the value of exercise in maintaining heart health. Employees and their families engaged in outdoor activities such as snowshoeing, running, walking, and in indoor workout activities. This was the first year for the challenge and the beginning of NGC's Wellness Initiative.



Top, left to right. Participants recorded their daily activity on a calendar. Lisa French, Janice Webb, Janice White, and Lisa French with her children, MacKenzie and Noah.





Front row, L-R: Timmy Poker, Tiger Andrew, Josh Agnatok, Gervais Penashue (tournament organizer), Ryan Butt. Back row, L-R: Shanon Holwell, Darren Hillier, Penute Andrew, Ben Rich, Bernard Obed, Samuel Dicker, Caleb Dyson, Noah Beaudreau, Michel Andrew.

NGC-sponsored team takes top prize in hockey tournament

A hockey team sponsored by Nunatsiavut Group of Companies, and comprised of players from Nain, Sheshatshiu, and Happy Valley-Goose Bay, took top honours in the C Division of the 20th Penute Ben Michel Hockey Tournament, held March 18-20 in Sheshatshiu.

Penute Ben Michel was an advocate for Innu Rights. He passed away in 2006 at the age of 53.

The tournament was played at the Joseph Riche Memorial Arena in Sheshatshiu.