

APPENDIX 11

Innu Aimun and Naskapi Toponyms and Plant and Animal Names

Definition of Features:

| <u>Innu aimun</u> | <u>French</u> | <u>English</u> |
|-------------------|----------------------------|-------------------------------|
| shakaikan | lac | lake |
| shakaikaniss | petit lac | small lake |
| shipu | rivière | river |
| shipiss | petite rivière, ruisseau | small river, creek |
| neiau | pointe | point |
| utshu | montagne | mountain |
| innu-assi | réserve, territoire indien | reserve, Aboriginal territory |
| meshkanau | chemin | trail |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|---|--|---|--------------------|-----------------------------|-----------------------|
| TOPONYMS | | | | | |
| (Naskapi toponyms are indicated in bold. The other ones are in Innu aimun.) | | | | | |
| Akamishipu | l'autre côté de la rivière / the other side of the river | | | | 615000/6086000 |
| Ateshakaskuach | le début de la tundra / beginning of tundra | | Hill | | 618021/6106046 |
| Atikameku-shakaikan | le lac au poisson blanc / whitefish lake | | Lake | lac de Milly | 630000/6088900 |
| French mine | la mine du Français / French Mine | | | Burnt Creek | 635000/6075350 |
| Gabosaskuach | | | Lake | | 613012/6094259 |
| Godaduach | | | Hill | | 617612/6085850 |
| Gagnon-shipiss | le ruisseau à Gagnon / Gagnon's creek | | Small river, creek | ruisseau du lac Star | 632000/6079800 |
| Ishkueu-shakaikan | lac à la femme / woman's lake | Anikutshash; Uepashtamakan-katueushit-shakaikan | Lake | lac de la Squaw | 640000/6079000 |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|-------------------------------|---|-------------------------------------|--------------------|-----------------------------|----------------|
| Kabohobsachuach | petit cours d'eau asséché / small, dried-up stream | | River | | 607715/6099918 |
| Kaiatuekapausht | où les petits arbres sont en ligne / where the small trees are in a line | | Point | pointe au lac Sauvaget | 634200/6089820 |
| Kakuss | petit porc-épic / small porcupine | | Lake | lac la Miltière | 629000/6092500 |
| Kanipinamushut-shakaikan | lac où l'eau ne gèle pas en hiver / lake where the water does not freeze in winter | Key Lake | Lake | lac La Cosa | 634000/6081700 |
| Kanipinamushut-shipiss | ruisseau du lac où l'eau ne gèle pas en hiver / creek of the lake where the water does not freeze in winter | | Small river, creek | ruisseau du lac La Cosa | 635300/6081200 |
| Kapimikueiepitakaniht-pineuat | où on tord le cou des perdrix / where we twist the necks of ptarmigan | Tommy Inishushakameshum; lac Gagnon | Small lake | lac Star | 631650/6079450 |
| Kapishashkuat | où les arbres sont petits / where the trees are small | | Small lake | Greenbush Lake | 613000/6094200 |
| Kashakat | où il y a des aulnes / where there are alders | | Small lake | Abel Lake | 642500/6070000 |
| Katakutautshitut | où le sommet est raide / where the summit is steep | | Lake | Wishart Lake | 638000/6067000 |
| Katatakuashtuku-shipiss | le ruisseau d'arbres de la même hauteur / the creek with trees of the same height | | Small river, creek | Greenbush Brook | 611700/6094000 |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|------------------------------|--|-----------------------------------|-------------------------------|---------------------------------|-----------------------|
| Kauassetaukat shakaikan | le lac où il y a un coteau à saillie arrondie / the lake where there is a hill with a rounded overhang | | Lake | Gilling Lake | 644500/6066500 |
| Kauassetaukat-shipiss | la petite rivière du lac à coteau à saillie arrondie / the small river of the lake with a hill with a rounded overhang | | Small river, creek | Gilling River | 645445/6065800 |
| Kauauaiekamat | lac rond / round lake | Naplek | Lake | lac Knob | 641000/6073500 |
| Kauauatshikamashit innu-assi | la réserve du lac aux plusieurs courbes / the reserve of the lake with several bends | | Reserve, Aboriginal territory | Naskapi Village Kawawachikamach | 642800/6082450 |
| Kauauatshikamashit-shakaikan | le lac aux plusieurs courbes / the lake with several bends | | Lake | lac Matemace | 640100/6085700 |
| Kauishkumas | les lacs jumeaux / twin lakes | Kauishgumas ; Kauishkumass | Lake | Kivivic Lake | 607578/6095773 |
| Kauishugamachi | | | Lake | lac Annabel | 623392/6100713 |
| Kauteitinat | la montagne en forme de cœur / the heart-shaped mountain | | Mountain | | 618000/6085200 |
| Kauteitinat-shakaikan | le lac de la montagne en forme de cœur / the lake of the heart-shaped mountain | | Lake | Elross Lake | 617500/6082000 |
| Matamekush | la petite truite / the small trout | | Small lake | | 630000/6074700 |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|------------------------------|---|-----------------|--------------------|-----------------------------|-----------------------|
| Matamekush-shipiss | petite rivière du lac de la petite truite / small river of the small trout lake | | Small river, creek | | 626000/6074690 |
| Meiapui | l'eau merdeuse / the shitty water | | Small lake | lac Dauriat / Pearce Lake | 640000/6075000 |
| Mishenitshik ^u | grosse loutre / big otter | | Lake | Bazil Lake | 606000/6070500 |
| Natuakupass | le petit bassin d'eau calme entouré d'aulnes / the small basin with calm water surrounded by alders | | Lake | lac Guillet | 631100/6095000 |
| Natuakupau | le bassin d'eau calme entouré d'aulnes / the basin with calm water surrounded by alders | | Lake | lac Gillard | 625400/6107000 |
| Natuashu | divisé en deux / divided in two | | Lake | lac Sauvaget | 635000/6088000 |
| Papatau-shipu | rivière des pierres rondes / river of round stones | | River | Howells River | 634574/6062631 |
| Papateu-shakaikan | le lac de la rivière aux roches plates / the lake of the river with flat rocks | | Lake | Stakit Lake | 627500/6069500 |
| Papateu-shipu | la rivière aux roches plates / the river with flat rocks | Shapatish-shipu | River | Howells River | 620000/6079300 |
| Patsikupau | région boisée / wooded area | | Valley | Howells River Valley | 607694/6094418 |
| Pishishkueu-shakaikan | lac de la petite femme / lake of the small woman | | Lake | lac Vacher | 634000/6086500 |
| Shashish-innu-assi shakaikan | lac de l'ancienne réserve / lake of the old reserve | | Small lake | lac John | 643000/6074500 |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|------------------------------------|---|---|-------------|--------------------------------|-----------------------|
| Shetan-shakaikaniss | petit lac Sainte-Anne / little Saint-Anne lake | | Small lake | Hope Lake | 642000/6069000 |
| Takutaut-meshkanau | le chemin au sommet de la montagne / the trail on top of the mountain | Ka-uteitinat-meshkanau; Greenbush-meshkanau; Redmond-meshkanau; Kausheiautshimut-meshkanau | Trail | | 625000/6082100 |
| Tome-unimashema | lac à Tommy / Tommy's lake | | Lake | Kivivic Lake | 607578/6095773 |
| Tshitua-Mani-katshimisht meshkanau | le chemin de la Sainte-Vierge / the trail of the Holy Mary | | Trail | | 630000/6084300 |
| Ushakamishku | endroit où l'on trouve toujours du castor / area where we always find beavers | | | | |
| PLANTS | | | | | |
| anikutshash-nekautu | champignon en général / mushroom in general | | | | |
| anushkaniminanakash | framboise / raspberry | | | <i>Rubus idaeus</i> | |
| assiminanakash | graines noires / black crowberry | | | <i>Empetrum nigrum</i> | |
| atikumina | arctostaphyle raisin d'ours / bearberry | | | <i>Arctostaphylos uva-ursi</i> | |
| ikuta | thé du Labrador / Labrador tea | | | <i>Ledum groenlandicum</i> | |
| innasht | sapin baumier / fir tree | | | <i>Abies balsamea</i> | |
| inniminanakash | bleuet / blueberry | | | <i>Vaccinium sp.</i> | |
| kakuminanakash | gadellier / currant | | | <i>Ribes sp.</i> | |
| mashkuminanakash | cormier / Showy mountain-ash | | | <i>Sorbus decora</i> | |
| mashkushua | plantes herbacées / herbaceous plants | | | | |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|-------------------------------|--|---------|---------|------------------------------|----------------|
| massekuminanakashi | atocas / cranberry | | | <i>Vaccinium oxycoccos</i> | |
| massekushkamik ^u | sphaigne en général / sphagnum in general | | | <i>Sphagnum</i> spp. | |
| massekut | tourbière / peat-bog | | | | |
| minaikuat | épinette blanche / White spruce | | | <i>Picea glauca</i> | |
| minapakuna | barbe de vieillard / Old man's beard | | | <i>Usnea</i> | |
| minashkuat | le bois / the bush | | | | |
| mushuau | toundra / tundra | | | | |
| mushuminanakashi | pimbina / Highbush cranberry | | | <i>Viburnum edule</i> | |
| nipisha | feuilles de diverses espèces arboricoles ou arbustives / leaves of various arboreal or shrubby species | | | | |
| nissimininanakashi | airelle des marécages / Bog bilberry | | | <i>Vaccinium uliginosum</i> | |
| pineuminanakashi | petit thé / snowberry | | | <i>Gaultheria hispidula</i> | |
| shakau | aulne / alder | | | <i>Alnus</i> sp. | |
| shikuteu | chicouté / cloudberry | | | <i>Rubus chamaemorus</i> | |
| uakunapishk ^u | tripe-de-roches / Rock tripe | | | <i>Lasallia papulosa</i> | |
| uapineu-mitshim | saule / willow | | | <i>Salix</i> sp. | |
| uapitsheushkamik ^u | lichen à caribou / Caribou lichen | | | <i>Cladonia rangiferina</i> | |
| uatshinakan | mélèze / tamarack | | | <i>Larix</i> sp. | |
| uishatshiminanakashi | graines rouges / lingonberries | | | <i>Vaccinium vitis-idaea</i> | |
| ushkuai | bouleau / birch | | | <i>Betula</i> sp. | |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|------------------------------|---|---|---------|-----------------------------|----------------|
| uteiminananakashi | fraise / strawberry | | | <i>Fragaria virginiana</i> | |
| ANIMALS | | | | | |
| atik ^u | caribou | | | <i>Rangifer tarandus</i> | |
| minashkuau-atik ^u | caribou forestier / sedentary caribou | nutshimiu-atik ^u | | <i>Rangifer tarandus</i> | |
| mushuau-atik ^u | caribou de la toundra / migratory caribou | shatshimeu-atik ^u | | <i>Rangifer tarandus</i> | |
| uinipeku-atik ^u | caribou de la côte / coastal caribou | | | <i>Rangifer tarandus</i> | |
| shatshimeuat | diptères en général / diptera in general | | | | |
| mush | orignal / moose | | | <i>Alces alces</i> | |
| mashku | ours noir / Black bear | | | <i>Ursus americanus</i> | |
| kuekuatsheu | carcajou / wolverine | | | <i>Gulo gulo</i> | |
| maikan | loup / wolf | | | <i>Canis lupus</i> | |
| uapaikan | loup blanc / White wolf | | | <i>Canis lupus</i> | |
| pishu | lynx | | | <i>Lynx lynx</i> | |
| amishku | castor / beaver | | | <i>Castor canadensis</i> | |
| utshashku | rat musqué / muskrat | | | <i>Ondatra zibethicus</i> | |
| uapishtan | martre d'Amérique / marten | utshek | | <i>Martes pennanti</i> | |
| atshakash | vison d'Amérique / mink | | | <i>Mustela vison</i> | |
| shikush | hermine; belette / ermine; weasel | kamishishtit (celle qui est grande / the big one) | | <i>Mustela erminea</i> | |
| shikush | belette pygmée / Least weasel | kaiapishissishit (celle qui est petite / the small one) | | <i>Mustela nivalis</i> | |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|--------------------------|--|--|---------|--------------------------------|----------------|
| matsheshu | renard roux / Red fox | kashteuatsheshu (renard noir / Black fox); katshipiatukuashunashut (celui qui est ligné en croix / the one with the line in a cross) ; pikutanatsheshu (le renard de Samson /Samson's fox) | | <i>Vulpes vulpes</i> | |
| uapatsheshu | renard arctique / Arctic fox | uapatsheshiss (le petit renard blanc / the small white fox) | | <i>Alopex lagopus</i> | |
| uapush | lièvre d'Amérique / Snowshoe hare | | | <i>Lepus americanus</i> | |
| nitshik ^u | loutre de rivière / River otter | | | <i>Lontra canadensis</i> | |
| uapinitshik ^u | la loutre blanche / the white otter | | | | |
| kak ^u | porc-épic d'Amérique / American porcupine | | | <i>Erethizon dorsatum</i> | |
| anikutshash | écureuil en général / squirrel in general | | | | |
| anikutshash | écureuil roux / American red squirrel | | | <i>Tamiasciurus hudsonicus</i> | |
| upau-anikutshash | grand polatouche / Northern flying squirrel | | | <i>Glaucomys sabrinus</i> | |
| apikushish | souris, musaraigne, campagnol en général / mouse, shrew, vole in general | | | | |
| apikushishat | souris en général / mouse in general | | | | |
| nanashpatinishtsheshu | condylure étoilé / Star-nosed mole | | | <i>Condylura cristata</i> | |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|-----------------------------|--|---------|---------|------------------------------|----------------|
| tshinishtui-apikushish | musaraigne en général dont la musaraigne cendrée / shrews in general, including the Masked shrew | | | <i>Sorex cinereus</i> | |
| atamipeku-apikushish | plusieurs espèces aquatiques dont la musaraigne palustre / several aquatic species, including the American water shrew | | | <i>Sorex palustris</i> | |
| upau-apikushish | chauve-souris en général / bats in general | | | | |
| katshimuashkuamuieshit | souris sauteuse en général / jumping mouse in general | | | | |
| kaiapishissishit-apikushish | probablement la musaraigne pygmée / probably the Pygmy shrew | | | <i>Microsorex hoyi</i> | |
| misht-apikushish | rat surmulot / Norway rat | | | <i>Rattus norvegicus</i> | |
| uinashk ^u | marmotte commune / woodchuck | | | <i>Marmota monax</i> | |
| shikak ^u | mouffette rayée / Striped skunk | | | <i>Mephitis mephitis</i> | |
| nameshat | les animaux aquatiques / aquatic animals | | | | |
| shushashui | omble chevalier / Arctic charr | | | <i>Salvelinus alpinus</i> | |
| matamek ^u | omble de fontaine / Brook trout | | | <i>Salvelinus fontinalis</i> | |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|--------------------------|--|----------|---------|--|----------------|
| papakatamek ^u | l'omble mince (pour les ombles au corps comprimé) / thin char (for those with a compressed body) | matissen | | Unidentified | |
| uanan | ouananiche / Atlantic salmon (land locked) | | | <i>Salmo salar</i> | |
| kukamess | touladi / Lake charr | | | <i>Salvelinus namaycush</i> | |
| tshinusheu | grand brochet / Northern pike | | | <i>Esox lucius</i> | |
| atikamek ^u | grand corégone / Lake whitefish | | | <i>Coregonus clupeaformis</i> | |
| makatsheu | meunier noir / White sucker | | | <i>Catostomus commersoni</i> | |
| Mikuashai | meunier rouge / Longnose sucker | | | <i>Catostomus catostomus</i> | |
| atshakashamekush | le petit poisson du vison / the little fish of the mink | | | Non-identifié, mais pourrait être <i>Couesius plumbeus</i> / Non identified, but could be <i>Couesius plumbeus</i> | |
| kauatuieshish | éperlan arc-en-ciel / Rainbow smelt | | | <i>Osmerus mordax</i> | |
| minai | lotte / burbot | | | <i>Lota lota</i> | |
| missipat | les gibiers d'eau / water game | | | | |
| nutshipaushtiku-eshish | le petit qui court dans les rapides (canard arlequin) / the small one that runs in the rapids (Harlequin duck) | | | <i>Histrionicus histrionicus</i> | |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|---------------------------------------|---|-------------|---------|--------------------------------|----------------|
| mishikushk ^u | garrot et fuligules en général / goldeneyes and scaups in general garrot en général / goldeneyes in general garrot à oeil d'or / Common goldeneye | | | <i>Bucephala clangula</i> | |
| mamatau- Mishikushk ^u | possiblement le garrot d'Islande / possibly Barrow's goldeneye | | | <i>Bucephala islandica</i> | |
| papasthukuteu-mishikushk ^u | fuligule en général / scaup in general | | | <i>Aythya</i> spp. | |
| nishk | bernache du Canada / Canada goose | | | <i>Branta canadensis</i> | |
| uapishk | oie des neiges / Snow goose | | | <i>Anser caerulescens</i> | |
| apishtiss | bernache cravant / brant | | | <i>Branta bernicla</i> | |
| umumuk ^u | macreuse à ailes blanches / White-winged scoter | | | <i>Melanitta fusca</i> | |
| kuishkushipatam ^u | macreuse à front blanc / Surf scoter | | | <i>Melanitta perspicillata</i> | |
| akuaikan | macreuse noire / Black scoter | shashteship | | <i>Melanitta nigra</i> | |
| muak ^u | plongeon huard / Common loon | | | <i>Gavia immer</i> | |
| ashu-muak ^u | plongeon catmarin / Red-throated loon | | | <i>Gavia stellata</i> | |
| kakatshiship | cormoran à aigrettes / Double-crested cormorant | | | <i>Phalacrocorax auritus</i> | |
| inniship | canard noir / American black duck | | | <i>Anas rubripes</i> | |
| uapinniship | canard pilet / Northern pintail | | | <i>Anas acuta</i> | |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|------------------------------|--|---------|---------|---------------------------------|----------------|
| amishkuniship | sarcelle d'hiver / Common teal | | | <i>Anas crecca</i> | |
| auiu | canard kakawi / oldsquaw | | | <i>Clangula hyemalis</i> | |
| ushik ^u | bec-scie en général dont le harle huppé / merganser in general, including the Red-breasted merganser | | | <i>Mergus serrator</i> | |
| mishtshishik ^u | grand harle / Common merganser | | | <i>Mergus merganser</i> | |
| tshiashk ^u | goéland en général dont le goéland argenté / gull in general, including Herring gull | | | <i>Larus argentatus</i> | |
| tshiashkueshish | goéland arctique / Iceland gull | | | <i>Larus glaucooides</i> | |
| mishi- tshiashk ^u | goéland à manteau noir / Great black-backed gull | | | <i>Larus marinus</i> | |
| tshiashkueshish | sterne en général dont sterne pierregarin / tern in general, including Common tern | | | <i>Sterna hirundo</i> | |
| mitshishu | l'aigle en général / eagle in general | | | | |
| kauapishtikuanit-missu | pygargue à tête blanche / Bald eagle | | | <i>Haliaeetus leucocephalus</i> | |
| missu | aigle royal / Golden eagle | | | <i>Aquila chrysaetos</i> | |
| akuashimesheu | balbuzard pêcheur / osprey | | | <i>Pandion haliaetus</i> | |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|--------------------|--|--|---------|-------------------------------|----------------|
| nutshineueshu | petit qui court après les tétraonidés (autour des palombes) / small one that runs after ptarmigan (Northern goshawk) | | | <i>Accipiter gentilis</i> | |
| pipitshish | possiblement un faucon émerillon / possibly merlin | | | <i>Falco columbarius</i> | |
| uhuat | hiboux / owls | | | | |
| uhu | grand duc / Great horned owl | | | <i>Bubo virginianus</i> | |
| uapakanui | harfang des neiges / Snowy owl | uap-uhu (le hibou blanc) / (the white owl) | | <i>Nyctea scandiaca</i> | |
| ekakauapatasht | celui qui ne voit pas clair (chouette épervière) / the one that does not see clearly (Northern hawk owl) | ekakanapishit; kashashkatashit | | <i>Surnia ulula</i> | |
| papanashtshish | possiblement le Nyctale de Tengmalm / possibly Boreal owl | | | <i>Aegolius funereus</i> | |
| pishk ^u | engoulevant d'Amérique / Common nighthawk | | | <i>Chordeiles minor</i> | |
| pineuat | tétraonidés / grouse and ptarmigan | | | | |
| innineu | tétras du Canada / Spruce grouse | | | <i>Falcapennis canadensis</i> | |
| uapineu | le tétraonidé blanc ou lagopède des saules / Willow ptarmigan | | | <i>Lagopus lagopus</i> | |
| kashkanatshish | le lagopède des rochers / Rock ptarmigan | | | <i>Lagopus mutus</i> | |
| pashpashtshu | gélinotte huppée / Ruffed grouse | | | <i>Bonasa umbellus</i> | |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|--------------------|---|---------|---------|------------------------------|----------------|
| pineshishat | petits oiseaux / small birds | | | | |
| kamushkuashit | bécassine en général / snipe in general | | | n/a | |
| shesheshu | chevalier en général / sandpiper in general | | | n/a | |
| utshishtshimanishu | martin-pêcheur d'Amérique / Belted kingfisher | | | <i>Ceryle alcyon</i> | |
| pashpashteu | pic en général / woodpecker in general | | | n/a | |
| mushuau-pineshish | les petits oiseaux de la toundra / small birds of the tundra | | | n/a | |
| shakau-pineshish | oiseau des aulnes en général dont moucherolle des aulnes / birds found in alders in general, including Alder flycatcher | | | <i>Empidonax alnorum</i> | |
| shakueikanish | hirondelle en général dont hirondelle bicolore / swallow in general, including Tree swallow | | | <i>Tachycineta bicolor</i> | |
| uishkatshan | mésangeai du Canada / Gray jay | | | <i>Perisoreus canadensis</i> | |
| kakatshu | grand corbeau / Common raven | | | <i>Corvus corax</i> | |
| pitshikaishkashish | mésange à tête brune / Boreal chickadee | | | <i>Parus hudsonicus</i> | |
| pipitsheu | merle d'Amérique / American robin | | | <i>Turdus migratorius</i> | |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|---------------------------|--|---|---------|------------------------------|----------------|
| tshatshakanui | quiscale en général dont quiscale rouilleux / blackbird in general, including Rusty blackbird | | | <i>Euphagus carolinus</i> | |
| mishui | dur-bec des pins / Pine grosbeak | | | <i>Pinicola enucleator</i> | |
| nutshipemakueshish | sizerin flammé / Common redpoll | | | <i>Carduelis flammea</i> | |
| kautuassakuanish-kueishit | plusieurs espèces dont roitelet à couronne dorée / several species, including Golden-crowned kinglet | | | <i>Regulus satrapa</i> | |
| pupun-pineshish | bruant des neiges / Snow bunting | uapitshupinekushish; uapinekushish; shakueikanish | | <i>Plectrophenax nivalis</i> | |
| anik | crapaud d'Amérique / American toad | | | <i>Bufo americanus</i> | |
| umatiskut | grenouille en général dont la grenouille du nord / frog in general, including Mink frog | | | <i>Rana septentrionalis</i> | |
| kuakuapishish | papillon en général / butterfly in general | | | | |
| kamitshetukatet | araignée en général / spider in general | kaushuniamit | | | |
| utsheu | mouche en général / fly in general | | | | |
| enik ^u | fourmi en général / ant in general | | | | |
| amu | abeille, guêpe et bourdon en général / bee, wasp and bumblebee in general | | | | |

| Name | Etymology and Translation | Synonym | Feature | Official or Scientific Name | Location (UTM) |
|---------------------|---------------------------------|---------|---------|-----------------------------|----------------|
| missak ^u | mouche diptère / diptera fly | | | | |

Sources: Clément (Mai 2009); Weiler (January 2009)

APPENDIX 12

Majority-owned Labrador Innu Businesses for Selected Categories

Table A12.1: Majority-owned Labrador Innu Businesses for Selected Categories

| Sector of Activity | Business/Organization Name and Address |
|----------------------------------|--|
| Building Supplies | Nikau-Wood Ltd PO Box 1630, Stn B, Goose Bay, NL, A0P 1E0 T: (709) 497-2781 |
| Catering/Food Supply | Labrador Catering Limited Partnership 30 Queen's Rd., St. John's, NL, A1C 2A5 T: (709) 576-1741 F: (709) 576-1741 |
| | Nutshemit Foods PO Box 362, Sheshatshit, NL, A0P 1M0 T: (709) 497-8234 |
| Computer Sales/Services/Training | Iglulek Computers Inc. PO Box 400, Stn C, Goose Bay, NL, A0P 1C0 T: (709) 896-3772 F: (709) 896-2131 |
| | SangoTech Limited Partnership ⁸ PO Box 1300, Stn B, Happy Valley-Goose Bay, NL, A0P 1E0 T: (709) 896-6060 F: (709) 896-9030 |
| Construction | Innu Concrete Works Ltd PO Box 9, Stn C, Goose Bay, NL, A0P 1C0 T: (709) 896-8345 F: (709) 896-7681 |
| | Innu Kiewit Constructors ⁹ PO Box 8, Suite 505, St. John's, NL, A1C 6C9 T: (709) 738-6167 F: (709) 738-6166 |
| | Nipi Limited Partnership PO Box 1870, Stn B, Happy Valley-Goose Bay, NL, A0P 1E0 T: (709) 896-8162 F: (709) 896-5625 |
| | Teueikan Construction Ltd PO Box 278, Sheshatshit, NL, A0P 1M0 T: (709) 497-3471 |
| | Teueikan Ready Mix L.P. ⁴ PO Box 2, Forteau, NL, A0P 2P0 T: (709) 931-2191 F: (709) 931-2193 |

| Sector of Activity | Business/Organization Name and Address |
|-------------------------------------|--|
| Contractors – General | Mista Shipu Construction Ltd PO Box 8443, Stn A, St. John's, NL, A1B 3N9 T: (709) 747-5757 F: (709) 747-5065 |
| Electrical Contractors and Supplies | Innunuk Traders Limited Partnership PO Box 9078, Stn A, Halifax, NS, B3K 5M7 T: (902) 457-8701 F: (902) 445-5808 |
| | Ishkueteu, A Limited Partnership PO Box 1674, Stn C, St. John's, NL, A1C 5P5 T: (709) 368-2125 F: (709) 368-3502 |
| Engineering | Innu Project Management Ltd PO Box 1026, Stn C, Happy Valley-Goose Bay, NL, A0P 1C0 T: (709) 896-5474 F: (709) 896-5475 |
| | Innu SNC-Lavalin PO Box 1020, Stn C, Goose Bay, NL, A0P 1C0 T: (709) 896-3174 |
| | Liannu Miskus Avani Joint Venture ⁷ PO Box 21189, St. John's, NL, A1A 5B2 T: (709) 753-8101 F: (709) 753-0814 |
| | Ushkutum Genivar Services PO Box 202, Sheshatshit, NL, A0P 1M0 T: (418) 962-3641 |
| Explosives | PIIK Inc. IOCC Complex Plant Office, Labrador City, NL, A2V 2V2 T: (450) 533-1364 F: (450) 446-9588 |
| Fuel Oil | Utapan Fuels Ltd PO Box 488, Stn C., Goose Bay, NL, A0P 1M0 T: (709) 896-5128 F: (709) 896-5028 |
| Industrial Sales/Services/Equipment | ACM Investments Ltd PO Box 91, Sheshatshit, NL, A0P 1M0 T: (709) 896-2048 |

| Sector of Activity | Business/Organization Name and Address |
|--------------------------------------|--|
| | Innu Supply Outlet Ltd PO Box 8398, Stn A, St. John's, NL, A1B 3N7 T: (709) 782-2645 ex. 228 F: (709) 728-4909 |
| Office - Supplies/Equipment/Services | Mikupishan Moktech Limited Partnership ^{2, 5} PO Box 2539, Stn B, Goose Bay, NL, A0P 1E0 T: (709) 896-5128 F: (709) 896-3766 |
| Plumbing and Heating Services | Pishumuss Plumbing & Welding Limited Partnership PO Box 333, Sheshatshit, NL, A0P 1M0 T: (709) 497-3564 |
| Rentals – Equipment | Miskus Avani Construction Ltd ^{3, 7} PO Box 8274, Stn A, St. John's, NL, A1B 3N4 T: (709) 782-3404 |
| Safety Supplies | CWD Nuna Jack Ltd ⁷ PO Box 427, Labrador City, NL, A2V 2K7 T: (709) 944-3691 F: (709) 944-7932 |
| | J & B Propane Ltd 106 Humphrey Rd., Labrador City, NL, A2V 2J8 T: (709) 944-6665 F: (709) 944-4607 |
| Security Services | ASC Innu Security PO Box 13787, St. John's, NL, A1B 4G3 T: (709) 576-7233 F: (709) 576-1409 |
| Transportation – General | Hunts/Kuka Transport Ltd ^{8, 10} 31 Sagona Ave., Mount Pearl, NL, A1N 4P9 T: (800) 563-1010 F: (709) 747-5516 |
| Transportation – Air | Innuk Air Ltd 8A MacKenzie Dr., Sheshatshit, NL, A0P 1M0 T: (709) 497-8952 |
| | Innu Mikun Limited Partnership ⁶ PO Box 1101, Stn C, Goose Bay, NL, A0P 1C0 T: (709) 896-3626 F: (709) 896-3676 |
| | NWA Limited Partnership PO Box 1108, Stn C, Goose Bay, NL, A0P 1C0 T: (709) 896-2700 |

| Sector of Activity | Business/Organization Name and Address |
|-----------------------|--|
| Truck (Heavy) Service | Utapan Motors Parts Partnership ^{1, 10} PO Box 300, Stn C, Happy Valley-Goose Bay, NL, A0P 1C0 T: (709) 896-1321 |

- ¹ Also listed under Auto Sales/Services/Supplies
- ² Also listed under Building Supplies
- ³ Also listed under Construction
- ⁴ Also listed under Contractors - General
- ⁵ Also listed under Explosives
- ⁶ Also listed under Fuel Supply
- ⁷ Also listed under Industrial – Sales/Service/Equipment
- ⁸ Also listed under Office - Supplies/Equipment/Services
- ⁹ Also listed under Rentals - Equipment
- ¹⁰ Also listed under Rentals - Vehicles

APPENDIX 13

Businesses in Labrador West for Selected Categories

Note: The companies marked with an asterisk have a form of association with Labrador Innu in which the latter have a minority ownership. Joint ventures in which Labrador Innu have a majority ownership are listed in Appendix 12.

Table A13.1: Businesses in Labrador West for Selected Categories

| Sector of Activity | Business/Organization Name and Address |
|--------------------------------|---|
| Auto – Sales/Services/Supplies | Carol Auto Body PO Box 304, Labrador City, NL, A2V 2K6 T: (709) 944-2262 F: (709) 944-2131 |
| | City Auto Parts 207 Amherst Ave., Labrador City, NL, A2V 2B7 T: (709) 944-7333 F: (709) 944-2750 |
| | City Tire & Auto Centre Ltd 102 Station Rd., Labrador City, NL, A2V 2X9 T: (709) 944-6816 F: (709) 944-6877 |
| | CTR Tire Service Ltd 8 Second Ave., Wabush, NL T: (709) 282-3662 |
| | Currie Enterprises 829 Lakeside Dr., Labrador City, NL, A2V 1C4 T: (709) 944-5314 |
| | Dumar Enterprises 101 Airport Rd., Labrador City, NL, A2V 2J6 T: (709) 944-2673 F: (709) 944-2673 |
| | GRC (CTR) ⁸ PO Box 1125, Wabush, NL, A0R 1B0 T: (709) 282-3662 F: (709) 282-5125 |
| | Highstar Motors ¹¹ 109 Airport Rd., Labrador City, NL, A2V 2J6 T: (709) 944-7827 F: (709) 944-2882 |
| | J & S Busing Ltd ¹¹ PO Box 4, Labrador City, NL, A2V 2K3 T: (709) 944-4066 F: (709) 944-2401 |
| | Labrador Glass & Aluminium Ltd PO Box 234, Labrador City, NL, A2V 2K5 R: (709) 282-3980 F: (709) 282-3981 |
| | * Labrador Motors 80 Avalon Dr., Labrador City, NL, A2V 2Y2 T: (709) 944-7716 F: (709) 944-5343 |
| | Labrador Parts and Rec PO Box 151, Labrador City, NL, A2V 2K5 T: (709) 944-2887 F: (709) 944-2887 |
| | Labrador Used Cars 74 Avalon Dr., Labrador City, NL, A2V 2Y2 |

| Sector of Activity | Business/Organization Name and Address |
|----------------------------------|--|
| | <p>T: (709) 944-3456</p> <p>Lynk Auto Products Inc. (NAPA) ¹ 110 Airport Rd., Labrador City, NL, A2V 2J7 T: (709) 944-3603 F: (709) 944-3752</p> <p>Mobile One Towing PO Box 1060, Wabush, NL, A0R 1B0 T: (709) 282-3655</p> <p>Perry Maintenance PO Box 315, Wabush, NL, A0R 1B0 T: (709) 282-3551 F: (709) 282-3561</p> <p>Repair Place PO Box 93, Labrador City, NL, A2V 2K3 T: (709) 282-5404 F: (709) 282-3028</p> <p>Strongco ⁸ PO Box 70, Labrador City, NL, A2V 2K3 T: (709) 944-7641 F: (709) 944-3152</p> |
| Building Supplies | <p>Brace's Woodworking Ltd ^{3, 4, 11} 211 Amherst Ave., Labrador City, NL, A2V 2B7 T: (709) 944-5444 F: (709) 944-3343</p> <p>Hoffe's Home Hardware ¹⁰ Carol Lake Shopping Centre, Labrador City, NL, A2V 1K9 T: (709) 944-3575 F: (709) 944-3581</p> <p>Paint Shop 211 Amherst Ave., Labrador City, NL, A2V 2B7 T: (709) 944-5444 F: (709) 944-3343</p> <p>Rona Home Centre PO Box 1360, Wabush, NL, A0R 1B0 T: (709) 282-6222 F: (709) 282-6234</p> <p>Royal Decor 139 Avalon Dr., Labrador City, NL, A2V 2Z2 T: (709) 282-3553 F: (709) 944-4005</p> <p>Stagg & Templeman Construction Ltd ^{3, 4} PO Box 309, Wabush, NL, A0R 1B0 T: (709) 282-3553 F: (709) 282-3553</p> <p>Wabush Convenience Store ¹⁰ PO Box 378, Wabush, NL, A0R 1B0 T: (709) 282-3366 F: (709) 282-3288</p> <p>Wal-Mart 500 Vanier, Labrador City, NL, A2V 2W7 T: (709) 944-2773 F: (709) 944-2789</p> |
| Computer Sales/Services/Training | <p>CompuCorner Inc. PO Box 7, Labrador City, NL, A2V 2W7</p> |

| Sector of Activity | Business/Organization Name and Address |
|--------------------|---|
| | T: (709) 944-3232 |
| | easyhome Ltd ¹¹ 500 Vanier Ave., Labrador City, NL T: (709) 944-2610 |
| | Ken-Tech Computer Sales ^{9, 11} PO Box 541, Labrador City, NL, A2V 2L3 |
| | Officeworks Inc. ⁹ 135 Avalon, Labrador City, NL, A2V 2Z2 T: (709) 944-7535 F: (709) 944-6664 |
| | R & S Printing PO Box 519, Wabush, NL, A0R 1B0 T: (709) 282-5559 F: (709) 282-3288 |
| | SBC Services 823 Willow Dr., Labrador City, NL, A2V 2A6 T: (709) 944-2496 |
| Construction | Allard Distributing Ltd ^{4, 7, 8} PO Box 421, Labrador City, NL, A2V 2K7 T: (709) 944-5144 F: (709) 944-3821 |
| | Bowringer Engineering Ltd ^{6, 8} 1400 Luce, Labrador City, NL, A2V 2L8 T: (709) 944-3770 F: (709) 944-4151 |
| | D & M Maintenance ⁴ PO Box 359, Labrador City, NL, A2V 2K6 T: (709) 944-5365 |
| | Global Construction PO Box 716, Wabush, NL, A0R 1B0 T: (709) 282-3245 |
| | Goodyear's Multiple Services ^{4, 11} PO Box 17, Labrador City, NL, A2V 2K3 T: (709) 944-5501 |
| | H & H Enterprises ⁸ PO Box 1240, Wabush, NL, A0R 1B0 T: (709) 282-3453 F: (709) 282-3520 |
| | H.J. O'Connell Ltd PO Box 209, Wabush, NL, A0R 1B0 T: (709) 282-5633 F: (709) 282-3500 |
| | Marshall Industries Ltd ⁸ PO Box 315, Labrador City, NL, A2V 2K6 T: (709) 944-5515 F: (709) 944-6717 |
| | * RSM Mining Services ⁴ PO Box 391, Labrador City, NL, A2V 2K7 T: (709) 944-2995 F: (709) 944-5755 |
| | Rideout's 118 Marconi Ave., Labrador City, NL, A2V 2B2 |

| Sector of Activity | Business/Organization Name and Address |
|-----------------------|--|
| | T: (709) 944-2583 |
| | Roche Ltd ^{6,7} 114 Airport Td., Labrador City, NL, A2V 2J7 T: (709) 944-4112 |
| | Standard Consulting Inc. 746 Stirling Cr., Labrador City, NL, A2V 1Z2 T: (709) 944-4082 F: (709) 944-4082 |
| | Wall To Wall Carpentry 3010 Bartlett Dr., Labrador City, NL, A2V 2P4 T: (709) 944-5018 |
| Contractors – General | A & J Plastering & Renovation 118 Marconi Ave., Labrador City, NL, A2V 2V2 T: (709) 944-2583 |
| | CGI House Doctors 618 McParland, Labrador City, NL, A2V 1W3 T: (709) 944-5063 |
| | Environmental Friends Inc. ^{7,8} PO Box 185, Labrador City, NL, A2V 2K5 T: (709) 282-9910 F: (709) 944-1285 |
| | General Steam Cleaning Inc. PO Box 185, Labrador City, NL, A2V 2K3 T: (709) 282-3910 F: (709) 944-6452 |
| | Global Construction PO Box 716, Wabush, NL, A0R 1B0 T: (709) 282-3245 |
| | Lab West Roofing ¹⁰ 916 Alderdice St., Labrador City, NL, A2V 2M7 T: (709) 944-2504 F: (709) 944-3724 |
| | LCR Plus Ltd ⁸ PO Box 301, Labrador City, NL, A2V 2K6 T: (709) 282-5050 F: (709) 282-2020 |
| | Living by Design PO Box 11, Labrador City, NL, A2V 2K3 T: (709) 944-5577 F: (709) 94-5599 |
| | M & D Contracting Ltd PO Box 148, Labrador City, NL, A2V 2K3 T: (709) 944-2582 |
| | Mechanicalworks ⁶ 311 Scheffer, Labrador City, NL, A2V 1R3 T: (709) 944-5896 |
| | O'Keefe's Driveway Sealing 815 Lakeside Dr., Labrador City, NL, A2V 1C4 T: (709) 944-3143 |
| | Rumbolt's Plumbing & Heating ¹⁰ |

| Sector of Activity | Business/Organization Name and Address |
|--------------------------------------|---|
| | 320 Viking Cr., Labrador City, NL, A2V 1R7 T: (709) 944-3220 F: (709) 944-3409 |
| | Sean Kelly Construction Ltd 612 Churchill St., Labrador City, NL, A2V 1T5 T (709) 944-6721 |
| | Trickett's Roofing Inc. 4023 Tanya Cr., Labrador City, NL, A2V 2S4 T: (709) 944-6962 |
| Electrical Contractors and Suppliers | CT Electrical 4011 Harrie Lake Dr., Labrador City, NL, A2V 2S1 T: (709) 944-3705 |
| | G.J. Cahill Electrical 14 Luce St., Labrador City, NL, A2V 2K7 T: (709) 368-2125 |
| | * Harris & Roome ⁸ PO Box 1049, Wabush, NL, A0R 1B0 T: (709) 282-3555 F: (709) 282-3554 |
| | Labrador Power & Telecom PO Box 79, Wabush, NL, A0R 1B0 T: (709) 282-8066 F: (709) 282-5550 |
| | Northern Electric 507 Guy St., Labrador City, NL, A2V 1P9 T: (709) 944-7512 F: (709) 944-5175 |
| | Power Electric PO Box 805, Wabush, NL, A0R 1B0 T: (709) 282-5178 |
| Engineering | Foresight Solutions 3014 Quartzite Cr., Labrador City, NL, A2V 2S6 T: (709) 944-2064 F: (709) 944-2398 |
| | Nova Consultants Inc. Carol Lake Shopping Centre, Labrador City, NL T: (709) 944-7334 F: (709) 944-7338 |
| Environmental/Waste Management | Capital Crane ^{8, 11} 126 Matthew Street, Labrador City, NL, A2V 2A1 T: (709) 944-5544 F: (709) 3483 |
| | * Carol Wabush Distributing ^{8, 12} PO Box 370, Labrador City, NL, A2V 2K6 T: (709) 944-6691 F: (709) 944-2949 |
| | Hodge Brothers Ltd PO Box 99, Labrador City, NL, A2V 2K3 T: (709) 282-5000 F: (709) 282-5551 |
| | Mobile 01 Metal Press Inc. ⁸ PO Box 2, Labrador City, NL, A2V 2K3 |

| Sector of Activity | Business/Organization Name and Address |
|-------------------------------------|---|
| | T: (709) 282-5070 F: (709) 282-5071 |
| | Reelis Realty Ltd 910 Cashin, Labrador City, NL, A2V 2K2 T: (709) 944-5848 |
| Fuel Oil | Imperial Oil Ltd PO Box 550, Labrador City, NL, A2V 2L3 T: (709) 944-2222 F: (709) 944-5920 |
| | Shell Canada Products Ltd PO Box 395, Labrador City, NL, A2V 2K7 T: (709) 944-3100 F: (709) 944-3957 |
| | Ultramar Canada Inc. PO Box 421, Labrador City, NL, A2V 2K7 T: (709) 944-5144 F: (709) 944-3821 |
| Industrial Sales/Services/Equipment | Air Liquide ¹¹ 44A Avalon Dr., Labrador City, NL, A2V 1K2 T: (709) 944-2864 F: (709) 944-2866 |
| | AMF Industries 904 Tamarack, Labrador City, NL, A2V 2V6 T: (709) 944-2232 F: (709) 944-2231 |
| | Bucyrus Canada Ltd 211A Amherst, Labrador City, NL, A2V 2B7 T: (709) 944-5899 F: (709) 944-3339 |
| | * CWD Work Wearhouse ¹² PO Box 370, Labrador City, NL, A2V 2K6 T: (709) 944-3691 F: (709) 944-7932 |
| | Dover Crane Inc. 301-A Humber Ave., Labrador City, NL T: (709) 944-5173 F: (709) 944-5175 |
| | Emco Supply Ltd PO Box 399, Wabush, NL, A0R 1B0 T: (709) 282-3698 F: (709) 282-3697 |
| | Federal Equipment PO Box 970, Wabush, NL, A0R 1B0 T: (709) 282-3777 F: (709) 282-3778 |
| | Floyd Adams Mining Consultant 728 Lakeside Dr., Labrador City, NL, A2V 1B8 T: (709) 944-2023 F: (709) 944-6509 |
| | Hewitt Equipment Ltd PO Box 1109, Wabush, NL, A0R 1B0 T: (709) 282-3350 F: (709) 282-3386 |
| | * Industrial Sales 10489 Ltd PO Box 1030, Wabush, NL, A0R 1B0 T: (709) 282-3227 F: (709) 282-3283 Innotech Aviation Services |

| Sector of Activity | Business/Organization Name and Address |
|--------------------|--|
| | PO Box 395, Labrador City, NL, A2V 2K7 T: (709) 944-3100 F: (709) 944-3957 |
| | Kinecor Inc. PO Box 850, Wabush, NL, A0R 1B0 T: (709) 282-5256 F: (709) 282-3488 |
| | Labrador Hydraulics Inc. PO Box 40, Wabush, NL, A0R 1B0 T: (709) 282-6880 F: (709) 282-6883 |
| | Labrador Power & Telecom PO Box 79, Wabush, NL, A0R 1B0 T: (709) 282-8066 F: (709) 282-5550 |
| | Labrador Rewinding Inc. PO Box 1019, Wabush, NL, A0R 1B0 T: (709) 282-5626 F: (709) 282-5372 |
| | LPS Distributing ¹² 211C Amherst Ave., Labrador City, NL, A2V 2B7 T: (709) 944-3621 F: (709) 944-3631 |
| | Metso Minerals Canada Inc. PO Box 370, Wabush, NL, A0R 1B0 T: (709) 282-3933 F: (709) 282-3935 |
| | MinePro Services Canada Ltd 44 Avalon Dr., Labrador City, NL, A2V 1K2 T: (709) 944-2647 F: (709) 944-6254 |
| | Motion Industrial Canada Inc. PO Box 629, Wabush, NL, A0R 1B0 T: (709) 282-5085 F: (709) 282-5086 |
| | * Orica Canada Inc. PO Box 159, Labrador City, NL, A2V 2K5 T: (709) 944-2962 F: (709) 944-7313 |
| | Praxair Distribution 106 Humphrey Rd., Labrador City, NL, A2V 2J8 T: (709) 944-6665 F: (709) 944-4607 |
| | RM & S Co. Ltd PO Box 520, Wabush, NL, A0R 1B0 T: (709) 282-3644 F: (709) 282-5120 |
| | * RSM Safety Institute PO Box 391, Labrador City, NL, A2V 2K7 T: (709) 944-3376 F: (709) 944-3608 |
| | Shemetco Ltd PO Box 1242, Wabush, NL, A0R 1B0 T: (709) 282-5422 |
| | Tool Maintenance Plus Inc. PO Box 534, Wabush, NL, A0R 1B0 |

| Sector of Activity | Business/Organization Name and Address |
|---------------------|--|
| | T: (709) 282-6855 F: (709) 282-6855 |
| | United Rentals of Canada Inc. ¹¹ PO Box 599, Wabush, NL, A0R 1B0 T: (709) 282-7368 |
| | Wajax Industries Ltd PO Box 670, Wabush, NL, A0R 1B0 T: (709) 282-3626 F: (709) 282-3108 |
| | Weir Services Inc. PO Box 1270, Wabush, NL, A0R 1B0 T: (709) 2982-5055 F: (709) 282-5058 |
| Insurance/Adjusting | Brothers & Simm Insurance & Financial Services 217 Drake Ave., Labrador City, NL T: (709) 634-3105 F: (709) 634-2207 |
| | Co-operators Insurance PO Box 160, Labrador City, NL, A2V 2K5 T: (709) 944-3612 F: (709) 944-5254 |
| | GJK Services 116 Humphrey Rd., Labrador City, NL, A2V 2J8 T: (709) 944-1218 F: (709) 944-7682 |
| | RKC Insurance Services Inc. PO Box 160, Labrador City, NL, A2V 2K5 T: (709) 944-3612 F: (709) 944-5254 |
| | Steers Insurance 500 Vanier, Labrador City, NL, A2V 2W7 T: (709) 944-7317 F: (709) 944-5213 |
| | Vickers Insurance Carol Lake Shopping Centre, Labrador City, NL, A2V 1L1 T: (709) 944-6613 F: (709) 944-6510 |
| Labour | District Labor Council 105 Hudson Dr., Labrador City, NL, A2V 1L4 T: (709) 944-2255 F: (709) 944-2205 |
| | NF & Labrador Teachers Assoc. PO Box 633, Wabush, NL, A0R 1B0 T: (709) 944-6745 F: (709) 944-3105 |
| | USWA International Office 105 Hudson Dr., Labrador City, NL, A2V 1L4 T: (709) 944-2255 F: (709) 944-2205 |
| | USWA Local 6285 PO Box 576, Wabush, NL, A0R 1B0 T: (709) 282-3793 F: (709) 282-3040 |
| | USWA Local 5795 105 Hudson Drive, Labrador City, NL, A2V 1L4 |

| Sector of Activity | Business/Organization Name and Address |
|--------------------------------------|--|
| | T: (709) 944-2255 F: (709) 944-2205 |
| Landscaping | Forest Garden 7B, Carol Lake Shopping Centre, Labrador City, NL, A2V 1L1 T: (709) 944-2922 |
| | Living by Design PO Box 11, Labrador City, NI, A2V 2K3 T: (709) 944-5577 F: (709) 944-5599 |
| | Nutri-Lawn Newfoundland & Labrador Lawn Care Ltd 5 Second Ave., Wabush, NL T: (709) 282-3790 |
| Office - Supplies/Equipment/Services | Cliff's TV Service PO Box 785, Wabush, NL, A0R 1B0 T: (709) 282-3941 F: (709) 944-6871 |
| | Printed in Canada Inc. 201 Howley Ave., Labrador City, NL, A2V 1Z8 T: (709) 944-0252 F: (709) 944-3631 |
| Plumbing and Heating Services | Four P's Plumbing 720 Durrell St., Labrador City, NL, A2V 1J7 T: (709) 944-7997 |
| | Roberts Plumbing & Heating 3019 Walsh River Rd., Labrador City, NL, A2V 2S7 T: (709) 944-3024 |
| Refrigeration | Perma Refrigeration Ltd ⁵ PO Box 299, Wabush, NL, A0R 1B0 T: (709) 282-5088 F: (709) 282-5089 |
| Rentals - Equipment | Lab City Music 500 Vanier, Labrador City, NL, A2V 2W7 T: (709) 944-5670 |
| | Menihok Nordic Ski Club PO Box 38, Labrador City, NL, A2V 2K3 T: (709) 944-5842 F: (709) 944-5975 |
| | Northern Lights Lodge PO Box 279, Labrador City, NL, A2V 2K5 T: (709) 944-7475 F: (709) 944-5746 |
| Rentals - Vehicles | Budget Rent-A-Car PO Box 985, Wabush, NL, A0R 1B0 T: (709) 282-1234 F: (709) 282-3435 |
| | National Car & Truck Rental PO Box 1321, Wabush, NL, A0R 1B0 T: (709) 282-6805 F: (709) 282-3059 |
| Safety Supplies | * J & B Propane Ltd 106 Humphrey Rd., Labrador City, NL, A2V 2J8 |

| Sector of Activity | Business/Organization Name and Address |
|-----------------------|--|
| | T: (709) 944-6665 F: (709) 944-4607 Vogue Optical 201 Humber Ave., Labrador City, NL, A2V 2Y3 T: (709) 944-7709 F: (709) 944-6210 |
| Sawmills | Ranger Lake Forest Products 709 Lakeside Dr., Labrador City, NL, A2V 1B9 T: (709) 944-2126 F: (709) 944-2126 |
| Security Services | Cambrian Alliance Protections Services Inc. Wabush Mines, Wabush, NL, A0R 1B0 T: (709) 282-3538 F: (709) 285-7297 |
| | Northern Alarm & Security PO Box 218, Labrador City, NL, A2V 2K5 T: (709) 944-6272 F: (709) 944-6272 |
| | Simplex Grinnell 1400 Luce St., Labrador City, NL T: (709) 944-7655 F: (709) 944-7660 |
| Truck (Heavy) Service | B & F Rental Space & Services ⁸ PO Box 2, Labrador City, NL, A2V 2K3 T: (709) 282-5080 F: (709) 282-5071 |
| | General Steam Cleaning Inc. ¹¹ PO Box 185, Labrador City, NL, A2V 2K3 T: (709) 282-3910 F: (709) 944-6452 |
| | Hounsell Enterprises ^{1, 4} 213 Howley, Labrador City, NL, A2V 1Z6 T: (709) 282-5218 F: (709) 282-5221 |
| | Lynk Auto Products Inc. ^{1, 2, 8, 12} 110 Airport Rd., Labrador City, NL, A2V 2J7 T: (709) 944-3603 F: (709) 944-3752 |

¹ Also listed under Auto - Sales/Service/Supplies

² Also listed under Building Supplies

³ Also listed under Construction

⁴ Also listed under Contractors – General

⁵ Also listed under Electrical Contractors & Supplies

⁶ Also listed under Engineering

⁷ Also listed under Environmental Waste Management

⁸ Also listed under Industrial – Sales/Service/Equipment

⁹ Also listed under Office - Supplies/Equipment/Services

¹⁰ Also listed under Plumbing & Heating – Services

¹¹ Also listed under Rentals – Equipment

¹² Also listed under Safety Supplies

APPENDIX 14

Projects and Activities Considered for Cumulative Effects Assessment

Table A14.1: Projects and Activities Considered for Cumulative Effects Assessment

| Project | Category | Discussion | Environmental Information Available | Decision ¹ |
|--|------------------------|--|-------------------------------------|---|
| Former IOCC mines in Schefferville area | Past | Reflected in baseline biophysical and socio-economic conditions. | None | No further consideration. |
| Low-level military flying | Past | There have been no flights since 2005. Any remaining effects will be reflected in baseline conditions. | EIS | No further consideration. |
| Supersonic flight training | Reasonably foreseeable | Registered under EPA on January 21, 2009. The registration document (DND October 2008) predicts no important adverse environmental effects, including cumulative effects. | Project Registration under EPA | No further consideration. |
| Forestry Activities, Forest Management District 22 | Current | Less than 1 % of the 8 million ha constitutes commercial forest. Current allowable cut is 13,000 m ³ /y under a rotation period of 120 years (Thomas March 2000). On March 11, 2009, the Department of Natural Resources and Innu Nation registered an undertaking proposing planting 1,000 ha and pre-commercial thinning on 500 ha (Department of Environment and Conservation 2009, Internet site). Given small scale of forestry and distance from ELAIOM, no cumulative effects are anticipated. | None | No further consideration. |
| IOCC, Labrador City (see Chen 2006) (including the replacement of the Leila Wynne Quarry by the Plateau Dolomite Quarry) | Current | Given the distance between the site of the ELAIOM and such factors as the direction of the prevailing winds and the drainage basins, the potential for cumulative effects relates to sedentary caribou, migratory birds, the rail transportation of ore, the availability of workers and the Newfoundland and Labrador Benefits VEC. | Minimal | Potentially retained for further consideration for: <ul style="list-style-type: none"> • sedentary caribou; • rail transportation of ore; • availability of workers²; • Newfoundland and Labrador Benefits VEC. Given the rarity of quantitative data, the discussion will be largely qualitative. |
| Wabush Mines Scully Mine, Wabush | Current | For the reasons given for the IOCC, the potential for cumulative effects relates to sedentary caribou, migratory birds, the transportation of Wabush Mines' concentrate over the tracks of QNS&LR, the availability of workers and the Newfoundland and | Minimal | Potentially retained for: <ul style="list-style-type: none"> • sedentary caribou; • rail transportation of ore; • availability of workers; |

| Project | Category | Discussion | Environmental Information Available | Decision ¹ |
|--|------------|--|-------------------------------------|--|
| | | Labrador Benefits VEC. | | <ul style="list-style-type: none"> • Newfoundland and Labrador Benefits VEC. Given the rarity of quantitative data, the discussion will be largely qualitative. |
| QCM, Mount-Wright and Fire Lake | Current. | For the reasons given for the IOCC, no potential for cumulative biophysical effects is foreseen except for sedentary caribou and migratory birds. QCM transports its concentrate to Port-Cartier via its own railway. The only potential for cumulative socio-economic effects relates to the availability of workers and the Newfoundland and Labrador Benefits VEC. | Minimal | Potentially retained for: <ul style="list-style-type: none"> • sedentary caribou; • availability of workers; • Newfoundland and Labrador Benefits VEC. Given the rarity of quantitative data, the discussion will be largely qualitative. |
| Menihek Generating Station | Current | The Menihek Generating Station has been in operation since 1954. It seems likely, therefore, that the aquatic ecosystem has adapted to its presence and operating regimen. The ELAIOM has no potential to effect any of the watercourses that feed the power house. The ELAIOM will use important quantities of energy generated at the Menihek Generating Station. That is not expected to alter the effects of the generating station, since the small storage capacity of the Menihek Dam means that the water in question would have been spilled anyway. The only potential for cumulative effects relates to the Newfoundland and Labrador Benefits VEC. | None | Potentially retained for: <ul style="list-style-type: none"> • Newfoundland and Labrador Benefits VEC. Given the absence of quantitative data, the discussion will be qualitative. |
| Churchill Falls Hydroelectric Generating Station | Current | The biophysical effects of this project will be reflected in the baseline conditions. The distance between the ELAIOM and the Churchill Falls Generating Station and the fact that the ELAIOM will not cause any effects on the Smallwood Reservoir rules out any serious potential for cumulative biophysical effects. The labour force requirements of the ELAIOM being so different from those of a hydroelectric generating station, little potential for cumulative socio-economic effects is foreseen. | None | No further consideration. |
| Lower Churchill | Reasonably | For the reasons given in the preceding section, little potential | EIS | Potentially retained for: |

| Project | Category | Discussion | Environmental Information Available | Decision ¹ |
|---------------------------------------|-------------|---|-------------------------------------|---|
| Hydroelectric Project | foreseeable | for cumulative biophysical effects is foreseen. Construction of the Lower Churchill Hydroelectric Project will require up to 2,000 employees (NLH 2009, Internet site). The potential for cumulative effects relating to workers and suppliers of goods and services and the Newfoundland and Labrador Benefits VEC exists. | | <ul style="list-style-type: none"> • availability of workers; • Newfoundland and Labrador Benefits VEC. |
| Tshuetin Rail Transportation Inc. | Current | TSH operates the Menihek Subdivision between Emeril and Schefferville. Transporting NML's iron ore over a rehabilitated Menihek Division would create approximately 90 new jobs. Operating NML's rail extension between M353 and Timmins 1 would require 20-30 employees. Experienced railway personnel are in short supply. Some of TSH's personnel might find it more attractive to work close to home on NML's rail extension rather than travelling between Schefferville and Sept-Îles for TSH, especially if wages and working conditions with NML are as good as or better than with TSH. Transporting ore will importantly increase TSH's revenues. The possibility of cumulative effects relating to the availability of workers and the Newfoundland and Labrador Benefits VEC therefore exists. If the existence of the rail infrastructure or the operation of trains causes mortalities of sedentary caribou or causes them to abandon range, then there might be the possibility of cumulative effects on sedentary caribou. The killing of caribou (not necessarily sedentary caribou) is, however, extremely rare, at least in recent years (Walsh 2008, <i>personal communication</i> ³). No data are available on the topic of range-abandonment resulting from the construction and operation of the Menihek Division. | Screening report | Potentially retained for: <ul style="list-style-type: none"> • availability of workers; • Newfoundland and Labrador Benefits VEC. |
| Québec North Shore & Labrador Railway | Current | The situation described for TSH's employees applies also to QNS&LR. Given, however, that none of QNS&LR's employees lives in the Schefferville area, the likelihood that they might opt to work on NML's rail extension is slight. Transporting NML's ore will lead to an increase in QNS&LR's revenues. The situation respecting sedentary caribou will be | None | Potentially retained for: <ul style="list-style-type: none"> • Newfoundland and Labrador Benefits VEC. |

| Project | Category | Discussion | Environmental Information Available | Decision ¹ |
|--|------------------------|---|-------------------------------------|---|
| | | identical to that for TSH. | | |
| Labrador Iron Mines Ltd. | Reasonably foreseeable | <p>The mines of LIM will be located approximately 15-25 km south of DSO2. LIM (December 19, 2008) recognized the potential for cumulative effects of its activities (including a second phase of its own project) and those of NML on caribou of the George River Herd and on fish. In both cases, it concluded that those effects would not be important. We do not see any serious potential for cumulative effects on fish since the effects of the ELAIOM on fish in Labrador will be minimal or non-existent. We believe that cumulative effects on air quality and migratory birds are possible. Given the distance between the two projects, we do not anticipate cumulative effects on water quality, water balance and fish habitat. We consider the potential for important effects on caribou of the George River Herd to be low given the nature and scale of NML's activities, the size of the George River Herd and the rarity of its members in the vicinity of DSO2 and DSO3. If members of the at-risk McPhadyen Herd are present seasonally, especially during or close to the calving season, in the vicinity of NML's and LIM's mines, however, we believe that there is the potential for cumulative effects. We also believe that the potential for cumulative effects on hunting and trapping by the members of the NNK and the NIMLJ justifies further consideration. The potential for cumulative effects on the Newfoundland and Labrador Benefits VEC and the availability of workers is high.</p> | EIS | <p>Potentially retained for:</p> <ul style="list-style-type: none"> • sedentary caribou; • Newfoundland and Labrador Benefits VEC; • availability of workers; • subsistence hunting and trapping. |
| Gallery Resources Limited, Shabogamo Joint Venture Project | Hypothetical | <p>The Shabogamo Joint Venture Project is a nickel-copper-cobalt project of 4,320 claims covering 266,375 acres located 75 km north-east of Labrador City and Wabush and 55 km west of Churchill Falls (Wilton April 26, 2004; Gallery Resources Limited 2009, Internet site). We are aware of no activity on this project since the release of assay results in August 2006 (Gallery Resources Limited August 26, 2005). In the absence of fuller information, this project will not be considered further for</p> | None | No further consideration. |

| Project | Category | Discussion | Environmental Information Available | Decision ¹ |
|--------------------------|--------------|---|-------------------------------------|---|
| | | the purposes of the present study. | | |
| Bloom Lake Iron Ore Mine | Current | <p>The Bloom Lake Iron Ore Mine, currently under construction, is located some 30 km west of Labrador City/Wabush. It is expected to start operating in 2009. It includes a new 31.5-km single-track railway from its load-out facilities to the railway line between Wabush Mines and the QNS&LR (BBA, Rail Cantech Inc. and CLM April 23, 2008). The EIS (Génivar Décembre 2006: Table 6.10) identified 19 projects, actions and events over the last 50 years, including the mines in the Schefferville area that had in its opinion had positive or negative effects on sedentary caribou. It listed a further 12 future projects, actions and events (Génivar Décembre 2006: Table 6.11) that might have effects (positive or negative) on sedentary caribou. It was of the view that NML's LIOP would not affect sedentary caribou. That view may stem from the belief that sedentary caribou are no longer present in the Schefferville area. Until the survey described in D'Astous and Trimper (June 2009, <i>in preparation</i>) and, if required, other monitoring measures have demonstrated that sedentary caribou are not present in the vicinity of the ELAIOM, the potential for cumulative effects on them should not be rejected.</p> <p>Given that, like the Bloom Lake Project, a part of the ELAIOM is located in the Région administrative de la Côte-Nord of Québec, in the MRC de Caniapiscau and in Labrador, the potential for cumulative effects on the health of the economies of those two regions needs to be recognized. Cumulative effects on the availability of workers can also be foreseen.</p> | EIS (mine) Preview report (railway) | Potentially retained for: <ul style="list-style-type: none"> • sedentary caribou; • Newfoundland and Labrador Benefits VEC; • availability of workers. |
| Adriana Resources Inc. | Hypothetical | <p>Adriana Resources Inc. is evaluating an iron ore property near Lac Otelnuik, which is located some 165 km by air north-west of Schefferville (Sullivan and Neal November 24, 2005). Adriana has referred to building a slurry pipeline to Baie-Comeau and to extending the railway from Schefferville to the mine site. Further drilling is planned in 2009 (Adriana Resources Inc.</p> | None | No further consideration. |

| Project | Category | Discussion | Environmental Information Available | Decision ¹ |
|---|--------------|---|-------------------------------------|---------------------------|
| | | <p>November 25, 2008).</p> <p>Adriana also signed a memorandum of understanding in 2008 to acquire 94 claims covering 2,350 ha from Bedford Resources Partners. It also staked 82 claims totalling 2,050 ha immediately adjacent to the foregoing claims. Those claims are located 27 km north-east of Schefferville on the east side of the Howells River, some three km from the claims of the LIOP (Adriana Resources Inc. March 25, 2008). Mapping, sampling and exploratory drilling are planned for 2009 (Adriana Resources Inc. no date).</p> <p>The potential for cumulative biophysical and socio-economic effects with the Bedford Claims is very high.</p> <p>The distance of Lac Otelnuik from the ELAIOM precludes cumulative biophysical effects, but the potential for cumulative socio-economic effects exists.</p> <p>So little information is available about both of the projects that the nature and intensity of the potential cumulative effects cannot be identified in even the most preliminary way.</p> | | |
| Waseco Resources Inc./Areva Québec Inc. | Hypothetical | <p>Waseco, through Areva Québec Inc., is exploring five uranium deposits 280 km south-east of Kuujjuaq (Waseco Resources Inc. May 2, 2006).</p> <p>Areva Québec Inc. (Uranor) also has its own claims in the same area, at lac Minowean. Surface geological work, drilling and a vegetation survey are planned for 2009 at lac Minowean (Beaudin 2008, <i>personal communication</i>).</p> <p>Drilling may also be undertaken on the Waseco claims (Waseco Resources Inc. March 10, 2009).</p> <p>If production began, the distance from the ELAIOM precludes cumulative biophysical effects except for such effects on migratory caribou, but the potential for cumulative socio-economic effects relating to the regional economy and the availability of workers exists.</p> | None | No further consideration. |
| Champion Minerals | Hypothetical | Champion Minerals Inc. holds claims to the Attikamagen Iron | None | No further consideration. |

| Project | Category | Discussion | Environmental Information Available | Decision ¹ |
|--|--------------|--|-------------------------------------|---------------------------|
| Inc. | | <p>Property, located principally in Labrador some 15 km east of Schefferville. The claims cover 139.7 km². Exploratory work was conducted in 2007 and 2008 (Champion Minerals Inc. 2007a, Internet site; 2007b, Internet site). We are aware of no plans for the start of production, although drilling is planned in 2009 (Champion Minerals Inc. February 26, 2009).</p> <p>If the Attikamek Iron Property is brought into production, there is probably some potential for cumulative biophysical effects on sedentary and migratory caribou and on air quality. The potential for cumulative socio-economic effects is high, since Schefferville is the only possible base of operations.</p> <p>In the absence of more detailed information on the plans of Champion Minerals Inc., however, the nature, intensity and timing of those effects cannot be identified and this project will not be considered further.</p> | | |
| Freewest Resources Canada Inc./Quest Uranium Corporation | Hypothetical | <p>Quest Uranium Corporation acquired ownership of the George River uranium property of Freewest Resources Canada in 2007 (Freewest Resources Canada Inc. October 9, 2007). The property consists of 5,517 claims covering an area of 241,625 ha located 175 km north-east of Schefferville (Quest Uranium Corporation February 8, 2008). Exploration was conducted between 2006 and 2008. We are aware of no timetable for bringing the property into production.</p> <p>Given the distance between the ELAIOM and the George River property, we see no potential for cumulative biophysical effects, except in the case of migratory caribou. If Schefferville serves as the base for the development of the property, the potential for cumulative socio-economic effects is high, although it is too early to hypothesize on their nature or intensity.</p> | None | No further consideration. |
| Manicouagan Minerals Inc. | Hypothetical | <p>Manicouagan Minerals Inc. holds 88 claims to a copper/silver property at lac Maugue, 160 km north-west of Schefferville. Airborne electronic and ground surveys were conducted in 2006 (Manicouagan Minerals Inc. September 11, 2006). We</p> | None | No further consideration. |

| Project | Category | Discussion | Environmental Information Available | Decision ¹ |
|---|--------------|--|---|---------------------------|
| | | <p>are aware of no activity on this project since 2007, at which time Manicouagan Minerals Inc. had renegotiated the terms of its acquisition of the claims from the Labrador Silver Syndicate, pursuant to which agreement the claims would be returned to the syndicate if Manicouagan Minerals Inc. was unable to respect its financial commitments (Manicouagan Minerals Inc. August 2, 2007). Manicouagan Minerals is seeking a joint-venture partner to advance the project (Manicouagan Minerals Inc. 2009).</p> <p>Given the distance between the ELAIOM and lac Mague, the potential for cumulative biophysical effects in the event that the property is developed is remote except in the case of migratory caribou. If the property is developed, and if Schefferville is the base of operations, the potential for cumulative socio-economic effects is high, although their nature or intensity cannot yet be specified.</p> | | |
| Uranium Star Corp. (formerly Yukon Resources Corp.) | Hypothetical | <p>Uranium Star Corp.'s Sagar property covers approximately 50 km² located some 190 km north of Schefferville. It contains uranium, gold, copper and lead/zinc mineralization. Extensive field exploration programmes were conducted in 2006 and 2007 (Uranium Star Corp. 2008, Internet site; Uranium Star Corp. November 27, 2007). We are aware of no exploration or other activity in 2008.</p> <p>The distance between the ELAIOM and the Sagar property effectively precludes cumulative biophysical effects except in the case of migratory caribou. If the Sagar property were developed using Schefferville as the base of operations, the potential for cumulative socio-economic effects would be high, although their nature and intensity cannot be identified at this time.</p> | None | No further consideration. |
| Roy's Knob Quartzite Mine | Current | Mining at the Roy's Knob open-pit quartzite mine began in October 1999. The operation is small and seasonal, with an average workforce of 18 persons and shipments in the range of 55,000 tonnes (Wardle October 2004; Shabogamo Mining & | None. The preparation of an EIS was not required (GNL | No further consideration. |

| Project | Category | Discussion | Environmental Information Available | Decision ¹ |
|-------------------------------------|------------------------|--|-------------------------------------|--|
| | | Exploration Ltd. 2009, Internet site). There may be an unimportant potential for cumulative effects on sedentary caribou. The small scale of this project and its distance from the ELAIOM largely rules out the potential for cumulative socio-economic effects. | February 25, 1999). | |
| Labrador Ventus Limited Partnership | Hypothetical | In 2006 Ventus Energy Inc. and Métis Development Corporation of Happy Valley-Goose Bay announced the 1000-MW Height of Land Wind Park on the Smallwood Reservoir near Churchill Falls (Labrador Ventus LP February 27, 2006). As far as we can ascertain, this project has been abandoned or is in abeyance. It will not be considered further here. | None | No further consideration. |
| Protected Areas in Québec | Reasonably foreseeable | The GoQ, in discussion with certain FNs is at an advanced stage of planning protected areas (parks, ecological reserves, biodiversity reserves and aquatic reserves). Mining is forbidden in all of the categories of protected areas. None of the sites under consideration is within 20 km of the site of the ELAIOM. The existence of protected areas has the potential for cumulative biophysical effects with the ELAIOM. Until more data are available, however, the nature and intensity of any such effects cannot be identified, but they are likely to be positive. | None | No further consideration. |
| Northern Strategic Plan | Current | In February 2009, the GNL announced works totaling \$130 M in Labrador. They include the following projects in the Wabush/Labrador City area: construction of a new campus for the College of the North Atlantic; water and sewer upgrades and road paving and reconstruction; a new health care facility; two new electricity terminals; and improvements to the Trans Labrador Highway (Genge and Costigan February 22, 2009). Given the nature of those projects and their distance from the ELAIOM, cumulative biophysical effects are unlikely. Cumulative socio-economic effects relating particularly to the Newfoundland and Labrador Benefits VEC and, to a lesser degree, the availability of workers, are possible. | None | Potentially retained for: <ul style="list-style-type: none"> • availability of workers; • Newfoundland and Labrador Benefits VEC. Given the absence of detailed quantitative data, any discussion will be largely qualitative. |

| Project | Category | Discussion | Environmental Information Available | Decision ¹ |
|--|------------------------|--|--|---------------------------------------|
| Menihek Division Upgrading | Reasonably foreseeable | TSH will be obliged to upgrade the Menihek Division in order to transport heavy ore trains (NML's and LIM's). The work will involve primarily replacing sleepers and rails, and perhaps building some sidings. The likelihood that the upgrading will cause important effects is considered to be negligible, since the rail bed already exists. | None | No further consideration. |
| Mid-Canada Line Sites | Past | The Mid-Canada Line involved a series of Doppler radar stations and related supply sites built along the 55 th parallel in Labrador and Québec (42 sites) between 1954 and 1957 and operated by National Defence Canada until 1965, at which time they were abandoned (KRG Mars 2002). Any effects of the sites close to DSO2 and DSO3 will be reflected in the baseline conditions. Most of the sites in Québec were partially cleaned up between 1998 and 2002 (KRG May 2003), which presumably eliminated most or all of any continuing effects (KRG Mars 2002). | None. EIS addresses only effects of clean-up, not effects of construction or operations. | No further consideration. |
| LabMag GP Inc., LabMag Iron Ore Project | Hypothetical | Iron ore project located ± 10 km west of DSOP deposits. High potential for cumulative socio-economic and biophysical effects. | Project registration under CEAA (LabMag GP Inc. September 2006) | Potentially retained for all effects. |
| New Millennium Capital Corp., KéMag Iron Ore Project | Hypothetical | Iron ore project located in the vicinity of DSO4. High potential for cumulative socio-economic and biophysical effects. | Pre-feasibility study (NML 2009) | Potentially retained for all effects. |

¹ Projects potentially retained will actually be considered only if the ELAIOM proves to have important residual effects on one of the VECs for which it was retained.

² Availability of workers is not a VEC, but it is required to be addressed by the Guidelines (GNL December 12, 2008).

³ The only recorded accident occurred in February 2006, when a north-bound train hit two caribou at Mile 308, which is approximately 30 km south of Menihek.

APPENDIX 17

Material Relating to the Public Draft EIS Review Sessions

PUBLIC NOTICE

Public Information Session on the Proposed

Elross Lake Area Iron Ore Mine
(Direct-Shipping Ore Project (“DSO Project”))
Elross Lake Township (Schefferville, Québec)

Shall be held on
Tuesday June 2, 2009
at 19:00

Wabush Hotel (Conference Room)
9 Grenfell Drive
Wabush, NL
A0R 1B0

This session shall be conducted by the Proponent, New Millennium Capital Corp. (514) 935-3204, as part of the environmental assessment for this Project. The purpose of this session is to describe the main features of the environmental impact statements for the proposed Project and to provide an opportunity for all interested persons to request information, make comments or state their concerns.

ALL ARE WELCOME

AVIS PUBLIC

Séance d'information publique sur le Projet de
Minerai de fer à enfournement direct ("DSO Project")
(Elross Lake Area Iron Ore Mine)
Canton Elross Lake (Schefferville, Québec)

Sera tenue le
Dimanche 7 juin 2009
à 19:00

Endroit exact à annoncer
Matimekush, QC

Cette séance sera tenue par le promoteur, New Millennium Capital Corp., en lien avec l'évaluation environnementale du Projet. Le but de la séance est de décrire les caractéristiques principales des énoncés des impacts sur l'environnement et de donner l'opportunité aux personnes intéressées de demander plus d'informations et de partager leurs commentaires et préoccupations avec le promoteur.

VOUS ÊTES TOUS INVITÉS

PUBLIC NOTICE

Public Information Session on the Proposed

Elross Lake Area Iron Ore Mine
(Direct-Shipping Ore Project (“DSO Project”))
Elross Lake Township (Schefferville, Québec)

Shall be held on
Monday June 8, 2009
at 18:30
Community Center
Kawawachikamach, QC

This session shall be conducted by the Proponent, New Millennium Capital Corp., as part of the environmental assessment for this Project. The purpose of the session is to describe the main features of the environmental impact statements for the proposed Project and to provide an opportunity for all interested persons to request information, make comments or state their concerns.

ALL ARE WELCOME

AVIS PUBLIC

Séance d'information publique sur le Projet de
Minerai de fer à enfournement direct ("DSO Project")
(Elross Lake Area Iron Ore Mine)
Canton Elross Lake (Schefferville, Québec)

Sera tenue le
Mercredi 10 juin 2009
à 18:00
au Musée Shaputuan
Uashat

Cette séance sera tenue par le promoteur, New Millennium Capital Corp., en lien avec l'évaluation environnementale du Projet. Le but de la séance est de décrire les caractéristiques principales des énoncés des impacts sur l'environnement et de donner l'opportunité aux personnes intéressées de demander plus d'informations et de partager leurs commentaires et préoccupations avec le promoteur.

VOUS ÊTES TOUS INVITÉS

PUBLIC NOTICE

Public Information Session on the Proposed

Elross Lake Area Iron Ore Mine
(Direct-Shipping Ore Project (“DSO Project”))
Elross Lake Township (Schefferville, Québec)

Shall be held on
Tuesday June 30, 2009
at 14:00

Mushuau Innu Natuashish School, Multipurpose Room
Natuashish, NL

This session shall be conducted by the Proponent, New Millennium Capital Corp., as part of the environmental assessment for this Project. The purpose of the session is to describe the main features of the environmental impact statements for the proposed Project and to provide an opportunity for all interested persons to request information, make comments or state their concerns.

ALL ARE WELCOME

AVIS PUBLIC

Séance d'information publique sur le Projet de
Minerai de fer à enfournement direct ("DSO Project")
(Elross Lake Area Iron Ore Mine)
Canton Elross Lake (Schefferville, Québec)

Sera tenue le
Lundi 13 juillet 2009
à 19:00
Salle d'audiences, rue Atlantic
Schefferville, QC

Cette séance sera tenue par le promoteur, New Millennium Capital Corp., en lien avec l'évaluation environnementale du Projet. Le but de la séance est de décrire les caractéristiques principales des énoncés des impacts sur l'environnement et de donner l'opportunité aux personnes intéressées de demander plus d'informations et de partager leurs commentaires et préoccupations avec le promoteur.

VOUS ÊTES TOUS INVITÉS

APPENDIX 19

Outline of an Employment Equity Plan

1.0 INTRODUCTION

- explanation of reasons for preparation of plan;
- description of plan structure;
- description of guiding principles of plan.

2.0 PROJECT DESCRIPTION

Overview of principal infrastructure and activities (preparation/construction and operations), with particular reference to associated employment.

3.0 PLAN

Descriptions

Targets for women's employment:

- Preparation/Construction Phase;
- Operations Phase.

Implementation:

- Preparation/Construction Phase;
- Operations Phase.

Monitoring and Reporting

Periodic Evaluation and Amendments

APPENDICES

Relevant corporate policies

APPENDIX 20

Commitment of New Millennium Capital Corp. Regarding the Implementation of the Mitigating Plan for Woodland Caribou

April 21, 2009

**NEW MILLENNIUM
CAPITAL CORP.**

TO WHOM IT MAY CONCERN

NML
www.nmlresources.com

RE: Elross Lake Area Iron Ore Mine: Mitigation Plan for Woodland Caribou

New Millennium Capital Corp. ("NML") understands from the Guidelines issued by the Department of Environment and Conservation of the Government of Newfoundland and Labrador on December 12, 2008, that the Government of Newfoundland and Labrador is concerned that woodland caribou, possibly belonging to the McPhadyen Herd, might be found at certain seasons in the vicinity of the Elross Lake Area Iron Ore Mine.

For that reason, the Guidelines require that "The EIS should include a commitment to apply the mitigation plan developed for woodland caribou while a monitoring plan is undertaken to determine the identity of any caribou using the area".

Section 8 of the Environmental Impact Statement identifies possible impacts on caribou arising from noise and the destruction of habitat. It proposes monitoring and mitigation programmes for migratory and woodland caribou for each of those impact sources.

Jointly with another iron ore company in the area and in collaboration with the Wildlife Division of the Department of Environment and Conservation of the Government of Newfoundland and Labrador, NML is developing a monitoring plan for woodland caribou to be implemented in Spring, 2009.

NML hereby commits to apply the mitigation plan developed for woodland caribou until the monitoring plan has determined the identity of any caribou using the vicinity of the Elross Lake Area Iron Ore Mine.

Yours truly,

NEW MILLENNIUM CAPITAL CORP.



Robert A. Martin
President and Chief Executive Officer

APPENDIX 21

Emergency Preparedness Policy

1.0 POLICY

NML is committed to the mandate of protecting life, the environment and minimizing property damage. Supervisory personnel will make procedures for emergency response, care of injured workers, reporting and corrective follow-up of all injuries and serious accidents. The procedures will be thoroughly outlined and made known to all workers and enforced. The procedures will address the following items:

- identification of locations for emergency equipment: telephones, first-aid station, alarm pulls, material safety data sheets, fire extinguishers, *etc.*;
- identification of the location of primary and alternate assembly areas;
- the method for reporting an emergency and sounding the alarm;
- a contact list of personnel responsible in emergency situations;
- procedures and equipment for recovery and transport of injured workers;
- a list of phone numbers for emergency support services;
- persons responsible for external communication;
- an evacuation and head count plan;
- a procedure for notification of family.

1.1 Emergency Notification

All injuries, accidents, fires or other emergencies must be reported immediately to your Supervisor. The Supervisor will then notify the emergency services through the appropriate chain of command. Emergency response generally includes:

- accurately define the problem;
- what material is involved;
- determine if an evacuation is necessary, and in what direction;
- ensure hospitals and clinics have been notified, supply them with relevant medical information;
- ensure all workers and public are controlled at a safe distance from the emergency;
- ensure responders through their respective chain of command know plans prior to acting.

1.2 Field Sites

In the event of an emergency, NML personnel and/or Contractors shall safely shut down their operations, leave the area immediately and meet at the designated assembly area. The emergency assembly area will be identified during the safety orientation or the pre-job safety meeting.

NML employees and or Contractors who are trained in first-aid and CPR shall provide assistance in the treatment of injured workers.

Field sites that are isolated will require a set of procedures before the worker leaves for the site and commences work.

The following list of procedures should be used when preparing for isolated work sites:

- inform your supervisor of your travel plans, destination and estimated time of return;
- carry a cellular, mobile phone or two-way radios, with additional batteries or a power cord, in the vehicle;
- make an emergency phone list for the area that you will be working in; an example is presented at the end of this document;
- carry a survival kit containing a tool kit, flares, candles, matches, shovel, axe, blanket, rope, food and water. Other items can be added dependent upon the location and the season;
- carry a first-aid kit, fire extinguisher and spill kit;
- inspect vehicle. Ensure that all fluid levels are satisfactory and the fuel tank is full. It may be necessary to carry a container of gasoline, which has been safety secured, for emergency purposes.

In the event of a serious incident, injury or a fatality, the Police and/or NML's senior management will notify the next of kin. The manager will assume the responsibility of contacting the appropriate agencies, that is: Newfoundland and Labrador or Québec's Occupational Health and Safety, Police, Insurance and Legal entities.

1.3 Emergency Steps on Field or Isolated Sites

NML employees or Contractors are to follow the following procedures in the event or an emergency:

- ensure immediate personal safety;
- assess the area for hazards, sound alarm if appropriate;
- if unsafe, evacuate the immediate area and proceed to the designated meeting point;
- call the emergency contact numbers provided;
- state:
 - the nature of the emergency;
 - your name;
 - the exact location of the emergency;
 - number of people injured;

- hazards, if present;
- the closest designated meeting point (ensure someone is there to escort emergency vehicle to emergency scene);
- ask what response is coming and when.
- follow the instructions from medical personnel. Remain on the line;
- make sure a delegated person remains at the meeting point to direct additional responding support;
- if it is safe to do so, have the senior employee(s) remain at the scene with any injured worker(s) and supply first-aid treatment until emergency service personnel arrive;
- ensure the safety of others;
- maintain contact with your supervisor;
- clear non-essential personnel from the area;
- without jeopardizing your safety or that of others, minimize loss and environmental damage;
- first-aid kits are available in the trucks and offices. Note supplies used in the emergency and arrange that they can be replenished;
- if there is a hazardous atmosphere, organize a rescue plan and put on respirators. **Ensure personal safety first;**
- stop all work in the area, maintain open access and ensure right-of-way for responding emergency vehicles at all traffic locations.

1.4 Emergency at NML's Offices

In the event of an emergency at NML's office:

- for medical emergencies, call 911 or site-specific emergency numbers;
- for other emergencies (fire, gas leaks, structural collapse, toxic fumes, *etc.*) evacuate the building according to the evacuation plan, and then contact the building managers;
- State:
 - the nature of the emergency;
 - your name;
 - the exact location of the emergency;
 - number of people injured;
 - hazards, if present;
 - the closest designated meeting point (if possible, send someone there to escort emergency vehicle to emergency scene).

1.4.1 Office Evacuation Plan

- Ensure the immediate safety of yourself;
- ensure everyone knows an evacuation is required, pull alarm if there is a fire, these are located in the hallway by each exit door;
- when alarm sounds, evacuate the building by the nearest exit in an orderly manner, taking a cell phone if immediately available;
- close doors behind you if there is a fire, and do not attempt to extinguish it unless it is small and contained;
- if caught in smoke, drop to hands and knees, and crawl. Breathe shallowly and use a shirt or other clothes as a filter. DO NOT STAND UP, as the smoke and excessive heat is located in the upper areas of the rooms or halls;
- proceed to the meeting point on the rear parking lot, corner of Greene and De Maisonneuve;
- ensure everyone is accounted for, perform a head count;
- call 911 or other emergency number from cell or next available phone;
- state:
 - this is an emergency;
 - your name;
 - location of the emergency (1303 Greene Ave, Westmount or other);
 - nature of the emergency;
- do not re-enter until declared safe;
- ensure the safety of others, attend to injuries and administer first-aid;
- remain at the scene of the emergency with injured workers and maintain contact with the supervisor;
- clear all non-essential personnel from the area;
- without jeopardizing your safety or others, attempt to minimize loss.

In summary, prepare yourself in advance. Familiarize yourself with the evacuation route. Be aware of alternative exit routes in case the nearest exit is blocked by smoke or fire.

1.4.2 Fire Extinguishers

Personnel are responsible for knowing the location and operation of fire extinguishers throughout the worksite, including those in vehicles and offices. All NML vehicles must have a fire extinguisher. Firefighting equipment is only to be used for fire purposes.

Inspect fire extinguishers annually and when operating in a new area to ensure they

operate properly. In accordance with the *Fire Prevention Act*, keep records stating the date of inspection, condition of equipment, repairs made, and the name of the inspector.

Personnel should be trained in the use of fire extinguishers (*i.e.*, in-house or formal fire training recommended).

1.4.3 Vehicle Standard Safety Equipment

NML vehicles must be equipped with the following at all times:

- Fire extinguisher
- Emergency supplies for remote travel
- First-aid kit
- Portable spill kit
- Buggy whip (when in mine operations areas)

Emergency Telephone Numbers

| Name | Company | Home / Office | FAX/Skype | Cell |
|-----------------------------|---------|-----------------------|---------------------------------|-------------------|
| MONTREAL OFFICE | | 514-935-3204 | | |
| Martin, Bob | NML | 514-938-5450 | (Roadpost) +44 (0) 7793 295 514 | 514-794-5544 |
| Journeaux, Dean | NML | 514-488-6963 | 514-484-0346 / deandean34 | 613-277-5736 |
| Bourassa, Jean Charles | NML | 514-354-7299 | | 514-651-7076 |
| Melainine, Moulaye | NML | 514-351-8088 | | 514-582-8024 |
| Wilkinson, Paul | PFWA | 514-482-6887 | 514-482-0036 | 514-808-2709 |
| SCHEFFERVILLE OFFICE | | 418-585-2065 | | |
| Balakrishna, T.(BK) | NML | 709-944-6488/944 5592 | 709-944-5651 | Sat. 613-980-5485 |
| O'Quinn, Donna | NML | 514-658-3678 | skype = donna.o.quinn | 514-770-1649 |
| LABRADOR CITY OFFICE | | 709-944-5592 | | |

EXAMPLE EMERGENCY CONTACT LIST
NML SCHEFFERVILLE FIELD

EMERGENCY NUMBERS

AMBULANCE: -----(418) 585-2055

POLICE: SCHEFFERVILLE----- (418) 585-2626

URGENT – 24 HOURS----- (418) 310-4141

FIRE: -----(418) 585 -2463

CLINIC: DAY----- (418) 585-2645

NIGHT----- (418)585-2646

ROY LOGAN HOUSE----- (418) 585-2314

OFFICE----- (418) 585-2065

DONNA O’QUINN HOUSE----- (418) 585-2314

HENRY SIMPSON HOUSE----- (418) 585-2339

OFFICE----- (418) 585-2305

CABO CAMP----- (705) 525-7075

HELI-BOREAL OFFICE----- (418) 962-2288

NML OFFICES MONTREAL----- (514) 935-3204

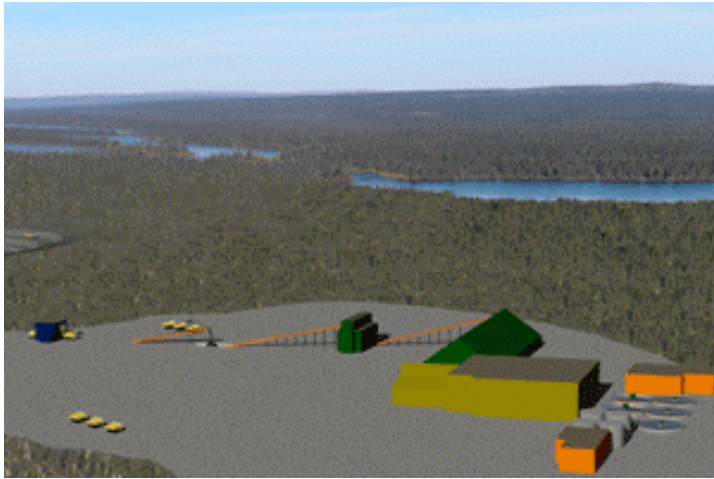
LABRADOR CITY----- (709) 944-5592

SCHEFFERVILLE----- (418) 585-2065

SPILL LINE (Any spills entering water frequented by fish-----1-800-563 -9089

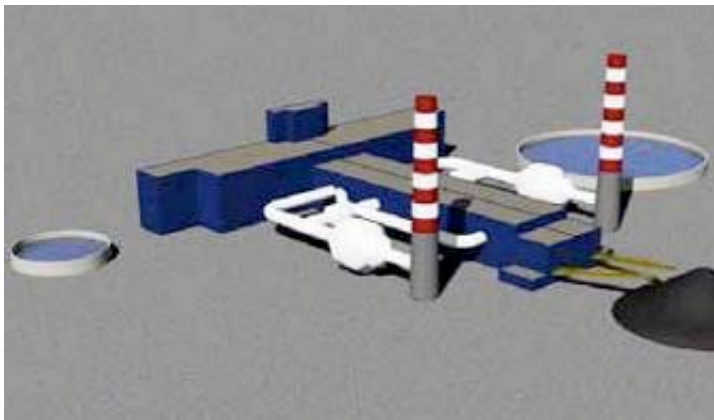
APPENDIX 24

“Women’s Participation and Contribution: Issues Relevant to the LabMag Iron Ore Development and the Environmental Assessment Review” by Bobbie Boland



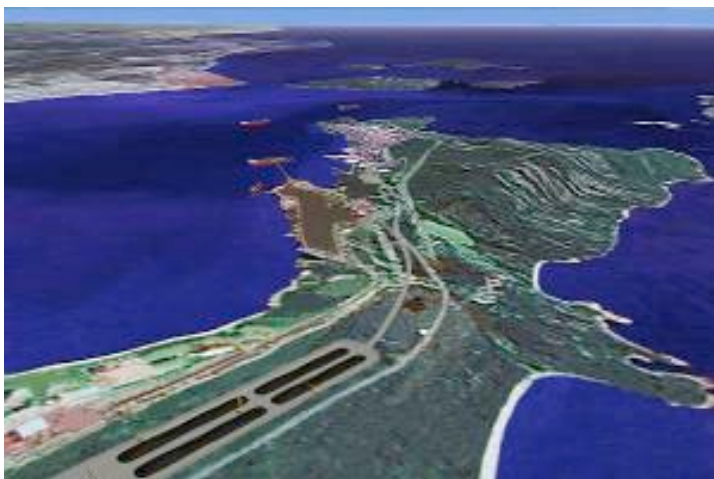
LabMag IRON ORE PROJECT

Women's Participation and
Contributions: Issues
relevant to the LabMag
Iron Ore Development and
the Environmental
Assessment Review



BY:

Bobbie Boland MSW,
Consultant
270 Indian Meal Line, Torbay
NL, A1K 1B4
Telephone (709) 437-5760
Fax (709) 437-5694
bboland@nl.rogers.com



October 2007

Table of Contents

| | | |
|----|---|---------|
| 1. | Introduction | Page 2 |
| 2. | Methodology | Page 2 |
| 3. | Current Context | Page 3 |
| | 3.1 Values and Commitments | Page 3 |
| | 3.2 Environmental Assessment and Review Preparation | Page 6 |
| | 3.3 Employment Equity Planning | Page 7 |
| | 3.4 Impact of Gender Inclusion and Equality | Page 9 |
| 4. | Issues of particular concern to women | Page 12 |
| 5. | LabMag Iron Ore Project Phases | Page 12 |
| | 5.1 Project Development and EA Review | Page 13 |
| | 5.2 Construction | Page 14 |
| | 5.3 Operations | Page 14 |
| 6. | Feedback on Draft Registration Document | Page 15 |
| 7. | Summary and Recommendations | Page 18 |
| | List of Acronyms | Page 20 |
| | References | Page 21 |

1. Introduction

The focus of this report is to provide advice on gender issues as it relates to preparation for Environmental Assessment review. The report also identifies gender issues important at the development, construction and operation phases of the project. Gender analysis cannot be separated from social and economic realities and as such it is anticipated that the socio-economic report submitted will incorporate a gender analysis.

2. Methodology

The consultant reviewed various reports and documentation including:

- X LabMag reports leading up to the pre-feasibility report and the Project Registration Document.
- X A limited literature search regarding women in mining, Aboriginal women's issues, employment equity, and gender and trade unions was also completed. (see bibliography).
- X The requirements under the Newfoundland and Labrador Environmental Assessment Review and specific guidelines for the Voisey's Bay Nickel Long Harbour Processing Plant.
- X *The Northern Strategic Plan*, Government of NL
- X *The Path to the Good Life: Conference Proceedings of a Gathering of Aboriginal Women*, HVGB, Labrador, March 2006-10-31.
- X *The Apprenticeship Experience: 2003 Survey of Registered Apprentices of Newfoundland and Labrador*
- X A general internet search using Google search engine was completed using key words: women and mining, gender analysis of mining, mining development and gender issues, impact of mining on women, employment equity and mining.

A number of key informants were interviewed including:

- X Jean Bishop, Senior Policy Analyst, Women's Policy Office, Provincial Government of NL
- X Paul Dinn, Senior Policy Analyst, Human Resources and Employment
- X Anne Marie Anonsen, Executive Director, Women in Resource Development
- X Noreen Careen, Coordinator, Labrador West Women's Center
- X Jacqui Winter, IOC, Human Resources Department
- X Sherry Dalton, College of the North Atlantic, Labwest Campus
- X Jim Welsh, Department of Education
- X Wayne Scott, HR Director, VBNC
- X Dave Cluney, Site Manager, Voisey's Bay Mine
- X Barry Fleming, Legal Counsel and Executive Director, Human Rights Commission

- X Carolyn J. Emerson, Project Coordinator, Women in SETT / Femmes en SGMT. Canadian Coalition of Women in Engineering, Science, Trades and Technology
- X Suzanne Charlton, Community Development Worker for Labrador, Women in Resource Development

3. Current Context

Overall, the value of the inclusion of women in economic development and sustainable community development is recognized by the United Nations, by progressive global companies, and by the federal and provincial governments. Employers who are employers of choice for women are generally employers of choice for all workers. In what looks to be a competitive work environment in the future, particularly for skilled trades, being an employer of choice may prove to be an important incentive in attracting and keeping a workforce.

In the labour market, women are significantly underrepresented in trades, technology and operations (TTO) throughout Canada and even more so in Newfoundland and Labrador. Research completed in 2004 in the province by Women in Resource Development (WRDC) suggests that women represent less than 1% of TTO positions in natural resource industries (Boland, 2005). The Statistics Canada Labour Force Survey (Statistics Canada, 2006) suggests there are 42.8 thousand individuals working in the broad area of *Trades, transport and equipment operators and related occupations* – and notes only 1.6 thousand are female. The Employment by Detailed Industry (NAICS), Newfoundland and Labrador 1987-2006, Annual Averages suggests that 2.6 thousand females compared to 16.4 thousand males were working in Forestry, Fishing, Mining, Oil and Gas (Employment by Detailed Industry, NAICS, 2007). The seeming increased participation of females from less than 1% in TTO (WRDC research) to the 2.6 thousand attributed in the NAICS is due to the inclusion of women who are working in the field who are not on TTO positions but might be working in fish plants, offices etc.

3.1 Values and Commitments

The right of women to equally enjoy the economic benefits of natural resource development is recognized by federal and provincial governments and promoted by equality seeking groups. For example:

- X The Government of Newfoundland and Labrador has stated, on a number of occasions, a clear commitment to women's equality issues. The Progressive Conservative Party, in its platform book (*The Blue Book*), committed to ensure that all laws, regulations, policies, and administrative decisions respect the equality rights guaranteed under the Constitution

- (Newfoundland Progressive Conservative Party, 2003). In particular, *The Blue Book* identified that government policies and practices reflect the concerns, perspectives, and experiences of women and fully respect women's rights.
- X The Newfoundland and Labrador Government, in the *Speech from the Throne* (2005), stated that "Government will integrate women's voices and perspectives, including those of Aboriginal women, when formulating public policies. It will also enhance the use of gender-based analysis across departments, agencies, boards, and commissions to evaluate and advance the status of women in our province."
- X The Newfoundland and Labrador Government, in the *Speech from the Throne* (2006), stated that "Government's commitment to advancing the status of women in Newfoundland and Labrador will ensure they share equitably in the social and economic benefits of our society... Government will integrate women's voices and perspectives, including those of Aboriginal women, when formulating public policy ... special measures will increase women's opportunities to acquire positions in trades and in non-traditional occupations and sectors of our society. Women's participation in leadership and decision making will be advanced."
- X *Department of Labrador and Aboriginal Affairs* (2006), in the Economic Development section, states "the Province is also committed to ensuring that women in the province share equitably in the economic and social benefits of all resource based and other industries. Gender based analysis will be an important part in planning and decision making by government and industry in all regions of the province."
- X In a Press Release dated October 26, 2006, the Honorable Joan Burke, Minister of Education and Minister responsible for the Status of Women, announced initiatives aimed at increasing the number of women in skilled trades (Burke, 2006a). These initiatives included:
- A \$200,000 contract with the Industrial Brotherhood of Electrical Workers (IBEW) to increase female representation in skilled trades. The terms of the contract include the development of a mentorship program in the electrical trade. The IBEW will also work to match female students in their first year of apprenticeship with appropriate employment. "Women in this province will lead the country in embracing the skilled trades opportunities that lie ahead," said Rick Dalton of the IBEW. "As this government is rightfully seeking the most benefit from our natural resources for our people, we are also working with government to seek the most benefit from our human resources, creating opportunities for women to begin a meaningful career path." (Burke, 2006a).
 - The Department of Education has hired a female industrial training officer who is experienced in skilled trades to work with the apprenticeship unit of the department. Based out of Corner

Brook, this individual will take the lead in promoting women in skilled trades. She will provide support and guidance to students entering post-secondary education and to apprentices pursuing their certification. This individual will work closely with the IBEW in overseeing their contract with government. As an active participant in this initiative, she will also serve as a role model to women considering a career in skilled trades.

- The Province of Alberta recently announced that it will provide 325 scholarships across Canada to commemorate its centennial. As part of this package, Newfoundland and Labrador is receiving 25 scholarships, each valued at \$2005. Minister Burke has directed they be applied directly to skilled trades programming. Specifically, 66 per cent of the scholarships will be provided to females enrolling in trades courses; the other 34 per cent will be made available to males. “Working to create opportunities for women in this area is also a move to improve the overall status of women in our province and I’m pleased that the initiatives announced today support the work of the Poverty Reduction Strategy and the Skills Task Force as we continue with a strategic approach to address skills shortages and advance women’s equality.” (Burke, 2006a).
- The minister also reminded female high school students that the department is introducing a new *Futures in Skilled Trades and Technology* program for secondary students. The program is being piloted this year and, once fully implemented, there will be nine skilled trades courses available. “This program is exciting, relevant and designed to appeal to all students who might have a talent or interest in skilled trades. I would encourage any students with an interest in this career path to explore the opportunities now available at the high school level,” said the minister (Burke, 2006a).

- X In a press release dated November 1, 2006, the Honorable Joan Burke acknowledges success in reversing the federal government’s decision to move the Employment Equity Office for Eastern Canada to Montreal. “This is welcome news and I certainly acknowledge the federal minister’s recognition of just how important this service is for so many of our residents. ... This decision will be an asset in work to advance the economic equality of women and other historically disadvantaged groups. It also supports this government’s goal to encourage more Newfoundland and Labradorians, especially women, to enter professions such as the skilled trades.” (Burke, 2006b).

3.2 Environmental Assessment and Review Preparation

The preparation for the environmental assessment review for the Voisey's Bay Nickel Project set a standard that will likely have some impact on the LIOP.

The environmental assessment of the proposed mine and mill at Voisey's Bay was conducted pursuant to a Memorandum of Understanding (MOU) agreed to by the provincial and federal governments, the LIA, and the Innu Nation. This innovation and others were undertaken by the Environmental Assessment Panel appointed under the MOU. In particular, the Panel instituted guidelines that are unprecedented in incorporating gender issues into the assessment process (Archibald & Crnkovich, 1999, p.22).

The MOU required the Panel to develop guidelines to be followed by the project developer (VBNC) when preparing its environmental impact statement (EIS)... Under the section dealing with the study strategy and methodology, the guidelines state that, wherever possible, information should be differentiated by "age, gender, and aboriginal status and by community" (citing Voisey's Bay Environmental Assessment Panel, 1997, p. 8.). Furthermore, the "Proponent shall also explain how it has used feminist research to identify how the Undertaking will affect women differently from men. The Proponent shall indicate how the significance of effects was assessed and justify the criteria selected (Archibald & Crnkovich, 1999, p.22).

Under the EA Act, the 'environment' includes not just the physical environment but also "the social, economic, recreational, cultural, and aesthetic conditions and factors that influence the life of humans or a community." One of the socio-economic impacts of natural resource development is employment. The provincial government, under the EA Act, has the authority to attach conditions to resource development projects that require a human resource plan with initiatives to increase the employment of women.

The Women's Policy Office of the Government of NL works collaboratively with the Department of Environment and Conservation in the environmental review process and makes recommendations to the Minister with regards to guidelines for the EIS given to a company, including whether or not conditions should be attached to the approval of a project.

Women's Policy Office uses the Environmental Assessment process as an opportunity to work with companies and to make efforts to increase the employment of women in non-traditional occupations in natural resource sectors. The requirement to develop a human resource plan (with initiatives to increase the participation of women in areas where they have traditionally been under-represented) has been attached to the five year forest management plans for Abitibi, Corner Brook Pulp and Paper, and

the Department of Forest Resources and Agrifoods. A similar condition was placed on the release of the first phase of the Garden Hill Project (a petroleum development on the west coast), the Labrador Highway development, and the Voisey's Bay project. This is also consistent with the approach taken with the White Rose development, however, in this case the Canada-Newfoundland Atlantic Accord Implementation Act was also utilized and compliance is monitored by the Canada Newfoundland and Labrador Offshore Petroleum Board (CNLOPB). The requirements arising from the Environmental Assessment Act and the Atlantic Accord raised the bar with regards to equity and diversity expectations. WPO began to review all new environmental assessment renewals with this expectation in mind (Boland, 2005, p.40).

The WPO began to review all new environmental assessment renewals with the expectation that attention was given by the Proponent to a Human Resources Plan that included plans for hiring women and the further development of women's capacity in the field.

3.3 Employment Equity Planning

Historically, there have been huge barriers to gender equality in the male-dominated mining industry. Natural resource developments, during both the construction and operations phases, generally engage unionized workers, and unions distribute work according to seniority. For a number of reasons, including systemic barriers to participation in trades, technology and operations, women generally are not present in the senior ranks of most trade unions. Therefore, in order to achieve employment equity for women, company human resource plans are expected to include initiatives which:

- X provide training opportunities for women;
- X implement active recruitment practices that invite qualified women to apply;
- X hire qualified women; and
- X change workplace culture.

Companies are not expected to hire people who aren't qualified or to achieve equal representation of women overnight. Proponents are required to submit an employment monitoring report on an annual basis, including collection of employment statistics by gender, in order to track progress on their plan and to implement adjustment strategies if targets are not being attained (Boland, 2005).

Increasingly there is evidence¹ of Federal employment equity policies (including Federal Contractors Guidelines) being used to set the scene for the obligation of

¹ The Newfoundland and Labrador Human Rights Commission had a minimum of 18 exemptions in the last decade, which illustrates that it had both received applications and approved them. The precedent is therefore set if the LIOP wants to take equity initiatives.

inclusion of women or other designated groups² (Aboriginal people, people with disabilities and visible minorities) in the workforce. Some examples of this evidence are:

- X In the mid 1990's, equity initiatives for the Vancouver Island Highway Project (VIHP) represented the first time that equity measures were a specific requirement in a project agreement in highway construction in Canada. This innovative contract was negotiated through a project/labour agreement in which Highway Constructors Ltd. (HCL)³, a subsidiary of a provincial Crown Corporation, was set up as the exclusive employer for all construction labour used on the highway (Griffen Cohen & Braid, 2000, p.2). At peak production periods, equity hires (women, Aboriginal people, people with disabilities and visible minorities) under the Employment Equity Act were more than 20% of the workforce.

- X VBNC had obligations under the IBA and, as such, was able to negotiate a 'Special Project Collective Labour Agreement' between Voisey's Bay Employers Association Inc. and the Resource Development Trades Council of Newfoundland and Labrador for the construction phase of the Voisey's Bay Mine/Mill Development (Department of Labour,2003)

- X In a presentation to the public hearings for the White Rose Project Development, WRDC (2001) proposed that "the CNLOPB exercise its power and adopt clear guidelines for proponents by designating women a disadvantaged group using the Federal Employment Equity Act as a model. WRDC went further, to recommend ". . . that the major project proponents consult with the Provincial Human Rights Commission to learn how programs may allow targeting of specific training and hiring of women in male dominated occupations" (WRDC, 2001, p. 5).

- X The Women's Policy Office (Jean Bishop, Senior Policy Analyst , Women's Policy Office, meeting, October 18, 2006) is encouraging Project Proponents to utilize the Human Rights Commission route as one way to ensure gender equity in employment and in contracting for supplies and services.⁴

- X The CNLOPB is responsible for the management of petroleum resources and establishes requirements proponents must meet. The Canada Newfoundland and Labrador Benefits Guidelines states: "The Proponent is expected to be proactive in this regard in its plan. In the context of the

² These obligations have been met through IBAs with both the Innu and LIA with regards to Voisey's Bay Mine Development and through the CNLOPB with regards to offshore development.

³ HCL was a wholly owned subsidiary of the B.C. Transportation Financing Authority (BCTFA). This Crown Corporation was established through the Build B.C. Act in 1993.

⁴ Information from the Human Rights Commission suggests 18 instances where preferential hiring and/or program inclusion was permitted.

Benefits Plan, disadvantaged individuals and groups are considered to include: women, aboriginal groups, persons with disabilities and members of visible minorities. The Proponent is expected to review, assess and apply models such as the federal *Employment Equity Act*, the FCP, and other models as appropriate in preparing its action plans in this regard. Measures to address the participation of these individuals and groups for employment, and for corporations or cooperatives owned by them to supply goods and services for the project should be covered by the Plan (CNLOPB, 2006, p. 12).

3.4 Impact of Gender Inclusion and Equality

'Critical mass' refers to the point at which a group of individuals can be blended into a work force, no longer considered the minority, and have ease and comfort in the work environment as a group. It is commonly set at 33% of the total number of employees at the worksite. The Proponent could, for example, set a goal of a "critical mass of women" (the same would be true for Aboriginals) working on any given site for the LIOP. However, in order to achieve the goal, the Proponent may need to use discriminatory hiring practices, which would require permission from the Human Rights Commission (likely scenario given union call lists). The Proponent would need to apply to the Human Rights Commission under Section 19 of the Human Rights Code for permission to address the historical discrimination against women in trades, technology, and operations in the construction and mining industry.⁵ The request must include documentation of historical discrimination of women within the trade or profession, a statement of how long (e.g., number of years) the special process would remain in place and a plan for reporting the results. The Human Rights Commission meets quarterly, so any petition would take 3-6 months. This highlights the need for, and benefit of, planning well in advance of construction (Barry Fleming, Executive Director, Human Rights Commission, meeting, November 2, 2006).

The intentional inclusion of women in negotiations, agreements, and sustainable development is noted and valued. It should be a part of any IBA, as well as the public consultations regarding the environmental assessment. If women are not at the table, issues traditionally viewed as important to women, such as community development, education, public and private safety, and health and social issues, are easily overlooked in negotiations and agreements. "Women's inequality is a likely outcome of a land claims policy that promotes large scale resource development and ignores the socio-economic and cultural implications of such development." (Archibald & Crnkovich, 1999, p.12).

⁵ Department of Education (2004) and Boland (2005) both provide statistics regarding the low percentage of women in apprenticeable trades, technology, operations in the natural resource and construction sectors of the province.

Gender equality is seen as a fundamental means to the reconciliation of social imperatives with ecological and economic imperatives. The social costs inherent in certain forms of inequality and lack of access to decision making that create yawning gulfs between winners and losers cannot be ignored. Gender equality is, therefore, one of the prerequisites to moving to a more sustainable Canadian society. Indeed, gender equality may well be the most important tool for the rapid diffusion of sustainable practices throughout Canadian society (Dale, n.d.).

In reference to land claims, yet having a wider application, the Canadian Arctic Resources Committee stated "land claims agreements would likely be broader in ambit and purpose if negotiating teams more accurately reflected both genders. We believe that a gender role for women in negotiations would heighten the contribution of agreements not only to social and cultural matters, but also to the promotion of sustainable development (Archibald & Crnkovich, 1999, p.16).

In November 2005, First Ministers and National Aboriginal Leaders agreed on a common effort to close the gap in the quality of life between Aboriginal and non-Aboriginal Canadians. Prior to the First Ministers' Meeting (FMM) the Government of Newfoundland and Labrador held consultations with Aboriginal Leaders and Aboriginal women in the province on November 14, 2005 in Happy Valley - Goose Bay. The new federal Conservative government indicated in the 2006 federal budget that it will consult with the Aboriginal leaders and provinces and territories to develop a new approach to meet the targets established at the Federal Ministers Meeting. The Province remains supportive of the consensus reached at Kelowna and remains committed to working with the federal government and Aboriginal people of Newfoundland and Labrador to "close the gap" (Department of Labrador and Aboriginal Affairs, 2006, p.14).

On the global front, the United Nations Development Fund for Women (UNIFEM) is dedicated to promoting women's human rights and economic security through activities such as promoting dialogue, building capacity of women's groups to influence economic policy, and promoting gender analysis. Oxfam Canada has chosen to focus particularly on women's equality. Oxfam (2006) states that:

Power relationships in most communities and countries (not least in Canada) are far from equal: women are not only poorer than men, but face social, economic, political and cultural discrimination on the grounds of gender. Gender discrimination affects every aspect of women's lives, including the way their needs and rights are addressed in the development process. Too often women's specific priorities are either overlooked in development projects, or "tacked on" as an after thought. Much development work is done without taking gender equality into account.

Calvert, a socially responsible investment company, has released what they describe as the first global code of conduct exclusively focused on empowering,

advancing, and investing in women worldwide. “Although there are well established labour and human rights standards affecting women, the Calvert Women’s Principles represent the first systematic effort to apply those standards to corporate conduct.” (*Calvert Special Report*, 2004). Calvert worked on these principles in collaboration with UNIFEM and the Women’s Development Fund. In brief, they are as follows:

1. Disclosure, Implementation, and Monitoring

Corporations will promote and strive to attain gender equality in their operations and in their business and stakeholder relationships by adopting and implementing proactive policies that are publicly disclosed, monitored and enforced.

2. Employment and Income

Corporations will promote and strive to attain gender equality by adopting and implementing wage, income, hiring, promotion, and other employment policies that eliminate gender discrimination in all its forms.

3. Health, Safety and Violence

Corporations will promote and strive to attain gender equality by adopting and implementing policies to secure the health, safety, and well-being of women workers.

4. Civic and Community Engagement

Corporations will promote and strive to attain gender equality by adopting and implementing policies to help secure and protect the rights of women to fully participate in civic life and to be free from all forms of discrimination and exploitation.

5. Management and Governance

Corporations will promote and strive to attain gender equality by adopting and implementing policies to ensure women’s participation in corporate management and governance.

6. Education, Training, and Professional Development

Corporations will promote and strive to attain gender equality by adopting and implementing education, training, and professional development policies benefiting women.

7. Business, Supply Chain, and Marketing Practices

Corporations will promote and strive to attain gender equality by adopting and implementing proactive, non-discriminatory business, marketing, and supply chain policies and practices.

It is also widely acknowledged that if women make a good living then many of the hardships suffered by families, children, and communities are lessened. Women

represent half of the population, yet they are severely underrepresented in the mining industry in this province (Boland, 2005, p.40). Creating attractive work environments for women in the mining industry simply makes good business sense.

In summary, the discourse regarding the benefits of the equal participation of women in economic development and the impact of that well-being on social and cultural environments is recognized at the local, provincial, federal, and global levels. The Environmental Review Process for the LIOP will require the Proponent to demonstrate how women will be included in all aspects of the project, with particular emphasis on public meetings during the environmental review process, the hiring of women by contractors during the construction phase, the hiring of women during the operations phase, and the efforts made to create work places and cultures that are comfortable places for women to work. The Proponent should also be cognizant of the importance of consulting with Aboriginal women specifically, rather than assuming that consultations with the leadership of Aboriginal communities and Nations have incorporated the views of Aboriginal women.

4. Issues of particular concern to women

Mining affects women as individuals, workers, family members and communities. Many of the health effects of mining on women are linked to the social determinants of health - particularly gender equality and socioeconomic status (CCSG Associates, 2004). Women whose spouses are miners often have to deal with the stress of living in small, isolated communities, and worry about the effects of mine contamination on themselves and their families (CCSG Associates, 2004). They often must cope with depression, anxiety, community violence, poverty, addictions, and the uncertain boom-bust cycles that can be a reality in such communities (CCSG Associates, 2004). CCSG Associates, (2004) reports that “literature specific to women’s health was sparse in general and almost non-existent in Canada. Often toxicological and epidemiological studies would mention data on women but not provide gender analysis or discussion on why women were affected differently than men. There are a number of common themes that emerge from the community-based literature, in particular, alcoholism and both physical and sexual violence against women” (CCSG Associates, 2004, p.38). This report made a number of recommendations of which the relevant ones are incorporated in this report.

5. LabMag Iron Ore Project Phases

All of the phases of the LIOP will have an impact on women, their lives, and the communities in which they live. It is important to consult with women, specifically in order to ascertain the impact of this development on their lives, the ways in

which their participation can be optimized, and the ways in which they would like to see the social and economic benefits of this natural resource development benefit themselves, their families, their communities and their culture.

The research completed for this report suggests that women, particularly Aboriginal women, believe they have a perspective and that this perspective is not always carried to meetings and negotiations by the men in leadership positions. "As long as the focus remains on land and resources and the primarily male, non-aboriginal culture dominates the negotiation process and its outcome, women and issues traditionally viewed as important to women, such as community development (as opposed to large scale development), education, public and private safety, health and social issues are more easily overlooked in negotiations. . . . In this case, the Aboriginal male becomes the standard or norm while the Aboriginal female becomes invisible." (Archibald & Crnkovich, 1999, p.12).

In moving through the development of the LIOP, it is important to acknowledge the following:

- X Women's perspectives are valuable, and particular attention should be paid to ensuring that they are consulted.
- X All jobs in the construction, mining, mill, or shipment operations can be performed by qualified women. There is no job that is exclusive to men.
- X The obligation of creating and sustaining work environments that are safe and respectful for women rests with the employer. It is generally accepted that environments that are good for female workers benefit all workers.
- X Some women, like some men, are prepared to work the fly-in / fly-out schedule proposed for the mine.
- X Given the systemic discrimination experienced by women and the barriers to their having equal access to careers in building trades and mining, proactive efforts, such as outreach, recruitment, and marketing strategies, are required to demonstrate that women are welcome and desired as employees in all aspects of the mining operation.

5.1 Project Development and Environmental Assessment Review

This report highlights, from a gender perspective, the primary areas that will be reviewed as part of the Environmental Assessment Process. However, in order to obtain accurate input, women, particularly women of Labrador, must be consulted directly. For example, it is not sufficient to assume that the negotiations regarding an IBA with the Aboriginal people of Labrador has included the perspective of women. It is more likely that Aboriginal women have been invisible in the process. The recent boom in the Lab West area has been causing particular challenges for women who live on limited incomes. The lack of

available rental accommodation and the cost of renting are causing significant hardship, and the demand for housing will likely increase. What are women from Schefferville and Kawachikamach saying about how this mine will affect them and what process is being implemented to hear their voices? It is incumbent on the Proponent to ensure these consultations take place.

5.2 Construction

The Construction Trades are exempt from the Federal Contractors Program and the inherent employment equity efforts. Women are not accruing equal benefits and opportunities in the workforce during the construction phase of natural resource developments in mining and oil and gas (Boland, 2005, p.29-30). This was evident even in situations where companies had clear diversity plans and equity agreements (Boland, 2005, p.29, 37, 43). The commitments and obligations were simply not downloaded to contractors. Construction, generally contracted out by the company, is completed by contractors who use unions that operate as hiring halls. These unions generally have few, if any, female or Aboriginal members and, consequently, women have not been able to obtain work during the construction phases. Boland (2005, p.43) noted that “there is systemic discrimination in the recruitment, hiring and retention practices of major employers who were part of the study. . . It is clear that systemic remedies are needed to deal with systemic discrimination.”

One example of a systemic remedy is the mid 1990s’ Vancouver Island Highway Project and the development of HCL⁶ as the hiring hall from which contractors were required to access workers. The construction phases of the various facilities for the LIOP will take between 3 and 4 years to complete, representing considerable opportunity for women to access well-paid work and to prepare for future work within the LIOP.

The Proponent will want to ensure that accommodations and other facilities created during construction and at various sites have been planned with the needs of both male and female workers in mind.

5.3 Operations

There are a number of examples that support the view that women are interested in both the mining industry and in trades, technology, and operations in general. In the later 1990s, a constellation of issues relating to jobs in mining, women, and training converged. The Canadian Labour Market had begun to anticipate a severe shortage of workers in the skilled trades, and there had been a number of years of lower market demand that had resulted in layoffs and few new hires at

⁶ HCL is described earlier in this document (p.8)

the Iron Ore Company of Canada (IOC) and they were anticipating a significant number of employees who would be retiring. IOC, like many others in the industry, was moving to a practice of hiring workers with multiple skill sets. Women in Resource Development and others had been encouraging the participation of women in skilled trades and technology occupations and had been delivering, in partnership with the College of the North Atlantic (CONA), a twenty-four week program called 'Orientation to Trades and Technology' for women. They were also advocating to government that women had a right to benefit from the development of natural resources in the province.

IOC collaborated with CONA in the creation of a three-year program in Mining and Mineral processing. WRDC lobbied for seats for women. In January 2000, the first class of 120 students was admitted, 84 males (70%) and 36 (30%) females. Of the 64 graduates of the program, 22 (35%) were women. The trend of females registering continued, with the percentage of females continuously increasing. Proportionately more females consistently finished the course than males. In 2005, the course was shortened and changed to "Mining Technician", and 51% of the registrants were female. The class of 2006 comprised 69% female participants. Since the inception of the course in 2000, all first-place awards have gone to female graduates, and almost all graduates of the courses are working (Sherry Dalton, College of the North Atlantic, Labrador West, meeting.). The Labrador West experience demonstrates that women are interested in the mining field, are capable of doing the work, and are working.

As part of their employment equity efforts, VBNC consciously went about the business of ensuring that women were hired at the Argentia Hydromet facility. Women constituted 39% of the work force at the time of interview (Wayne Scott, VBNC, interview, spring 2006), with the expectation that the percentage would increase. "All areas of trades and technology are experiencing an increase in the number of female apprentices" (Department of Education, 2004). The Canadian Council on Learning (2006) notes that "women have been registering for apprenticeships in increasing numbers. Their numbers increased nearly threefold between 1991 and 2003 while the total number of apprentices increased by only 29% over the same period. As a result, women made up 10% of all apprentices in 2003, up from 4% in 1991. We also know that women in trades flourish in healthy, safe, and respectful work environments where employers have offered Gender Sensitivity and Equity Training and where supervisors are supportive of female employees and require other workers to hold a standard of respect and acceptance."

6. Feedback on Draft Registration Document

There are a number of ways in which the draft registration document as provided to the writer can be strengthened.

Inclusive language

The words Manpower and Repairmen (Section 7) must be removed and replaced with Human Resources or Workforce or other inclusive descriptor of the worker and the job. These words give messages to women and to the reader, in general, that they are not included, need not apply, that the work environment is 'old school', and will not be welcoming. This is likely not the intention of the Proponent and can be easily remedied.

Language and terminology make a difference. Research stated that "women respond better when technical or blue collar jobs are not marketed as 'non-traditional' but as positive opportunities to broaden their career options" (WITT National Network, 1995).

Training Plans

The Registration Document (p. 237) suggests that a master training program will be set up well before commissioning begins and will include existing Naskapi and regional Labrador institutions. In order to achieve the greatest benefits for women, Aboriginals, Labradorians, Newfoundlanders, and Quebecers, the master training program would need to start prior to construction. This stimulation and preparation of the local people will likely prove to be helpful to the long-term business, will likely be part of any IBA negotiated commitments to the province in terms jobs and equity hires.

VBNC has been involved in some creative training. As part of the IBA signed with the Innu Nation, VBNC has created some very innovative opportunities to train Aboriginal people, in particular, some of whom have been women. In collaboration with a training institution, they offered a Heavy Duty Equipment Operators course in Natuashish, using the equipment belonging to the town. They also offered a Millwright course in Sheshatshiu. The training courses had limited success in getting all participants to work with VBNC and retention of workers who did get hired at the mine site has been challenging. However, these initiatives are seen as developmental opportunities that will support more active involvement of Aboriginal people over time.

Stakeholder Identification

The list of stakeholders should be reviewed to ensure women's groups and representatives of women in communities are included. Efforts should be made to ensure these women are consulted with directly and specifically, as they are often not recognized leaders in the community, and their issues may not be brought forward by the male leadership.

As stated previously, it is recommended that the Proponent consult specifically with women in Aboriginal communities to allow them to identify issues of concern

and ways and means in which the community, culture, and social environment might benefit from the development.

Work Schedule

The two week Fly-in/Fly-out rotation for the mine poses difficulties for workers and families. These concerns are well documented (Costa *et al.*, n.d.; Ritter, 2001) and will no doubt receive attention in the socio-economic report. This lifestyle does not suit everybody, man or woman. Generally women bear the greater burden in child care and elder care and these responsibilities will prohibit their participation in the two-week rotation work schedule. However, not all women have family responsibilities; some have raised their families, are still in their late 30's or early 40's, and are looking to begin a career that will afford them a good income. Some women will accommodate to this schedule and manage the responsibilities at home.

However, there are a number of other opportunities within the LIOP that do not demand the two weeks away from family and community. It is assumed that some mine workers will live in Schefferville and Kawawachikamach and commute daily to the mine; staff at the Pellet Plant will commute to work daily from Lab West; and those working at Pointe-Noire will likely live in the Sept- Iles area. These are key areas where the Proponent can more easily achieve or better the goal of critical mass.

Contractors

As stated previously, a strong commitment to equity requires the Proponent to impose these same standards, diversity plans and equity initiatives on Contractors. The building trades contractors have been addressed previously. Opportunities exist with the two other contractors mentioned in the Project Registration document. The mine camp will be operated by a contractor, including operations and maintenance staff, and all supplies other than utilities (Project Description/Registration, p.78). Transportation to and from the mine and Schefferville will also be provided by a contractor.

Supply and Services

A review of the five economic zones in Labrador reveals that the incidence of lone-parent families, of which 71-85 % are led by women, is highest in the more populated Zone 2 (Lab West area) and Zone 3 (Happy Valley Goose Bay area). Lone-parent mothers would likely face even more challenges in a Fly-in/Fly-out schedule than others. In order for the economic benefits of development to reach these women, who may simply not be able to travel for work, it will be important to create opportunities in the supply and service area, and in areas where daily commutes are possible.

The Proponent is also able to demonstrate commitment to employment equity by nurturing businesses that are owned and operated by women, and by requiring other vendors to meet quotas for female staff.

7. Summary and Recommendations

The Environmental Review Process for the LIOP will review whether the Proponent has consulted with women in the public consultation process and how the Proponent plans to ensure that women are hired during the construction phase and in the operations phase. The Consultant recommends the following will strengthen the submission for environmental assessment:

Inclusion of Voices

It is incumbent on the Proponent to ensure consultations include women, particularly Aboriginal women. It is important to ask women how the mine will affect them and to demonstrate that the process is open to hearing from women, particularly Aboriginal women.

Recruitment and Hiring Practices

The LIOP has an opportunity to demonstrate leadership and to become an employer of choice by beginning to address employment equity issues from the construction phase forward and to articulate this vision in the EIA documentation. Some of the options available are:

- X The leadership of the organization make a clear statement of support for women's equitable employment.
- X Plan to form a company such as HCL to take responsibility for shaping the pool of available workers.
- X Provide scholarships for women to enter into the various fields for which positions will be available both during construction and mine operations.
- X Apply to the Human Rights Commission for permission for limited discriminatory hiring in order to provide equity opportunities for women.
- X Work collaboratively with unions to ensure there are provisions in collective agreements to priority hire women.
- X Ensure that any IBA specifically includes targets for Aboriginal women employees.

- X Plan with government and Aboriginal partners to begin the process of engaging with women about their career options. Begin training and preparation of women employees well in advance of the project commencement, so that they are ready to work once construction begins.
- X Ensure 50 percent of apprentice positions are filled by females.
- X Implement affirmative recruitment and hiring practices. Ensure the workplace culture is one where women are welcome in all positions, where a retention plan⁷ is in place, and where there is a clear plan for progression and advancement.
- X Ensure there is a process for employment monitoring on an annual basis, including collection of employment statistics by gender, in order to track progress on their plan and to implement adjustment strategies if targets are not being attained. Plan to provide a public report on the status of women's employment annually or bi-annually.
- X Set a goal of 'critical mass' of women (and for Aboriginal workers) working on any given site for the LIOP.
- X Require contractors and vendors to have an employment equity plan and to fulfill its commitments.
- X Recognize the need for family-friendly policies, such as child care or dependent care, financial support and flexible leave provisions.
- X Adopt the Calvert Principles as guiding principles for the development and operations phases of the LIOP.

⁷ Retention plans that contribute to positive outcomes include efforts at creating a gender sensitive workplace, alternative work arrangements that gives consideration to balancing home, family, and work responsibilities, opportunities for development and advancement, an environment that allows for the work to be done well and sometimes differently than previous practice, fair representation on committees. The issue of retention plans will be addressed in the *Welcoming Women into Science, Engineering, Trades and Technology Workplaces: A Checklist of Strategies* which is being published by the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) and will be available later in 2007. It can be retrieved at www.cwestt.org/sett.asp.

List of Acronyms Used

| | |
|--------|---|
| CNLOPB | Canada Newfoundland and Labrador Offshore Petroleum Board |
| CONA | College of the North Atlantic |
| EAS | Environmental Assessment Review |
| FCP | Federal Contractors Program |
| HCL | Highway Constructors Limited |
| IBA | Impacts and Benefits Agreement |
| IBEW | International Brotherhood of Electrical Workers |
| IOC | Iron Ore Company of Canada |
| LIA | Labrador Inuit Association |
| LIOP | LabMag Iron Ore Project |
| MOU | Memorandum of Understanding |
| TTO | Trades Technology and Operations |
| UNIFEM | United Nations Development Fund for Women |
| VBNC | Voisey's Bay Nickel Company |
| VIHP | Vancouver Island Highway Project |
| WPO | Women's Policy Office |
| WRDC | Women in Resource Development Committee |

References

Apprenticeship Report. (2002). St. John's, NL. (unpublished)

Archibald, L. & Crnkovich, M. (1999). *If Gender Mattered: A Case Study of Inuit Women, Land Claims, and the Voisey's Bay Nickel Project*. Canada, Policy Research, Status of Women Canada. Retrieved from <http://www.swc-cfc.gc.ca>.

The Beijing Platform for Action, (1995). Fourth UN Conference on Women in 1995.

Boland, B. (2005). *At A Snail's Pace: The Presence of Women in Trades, Technology, and Operations in Newfoundland and Labrador*. St. John's, NL: Women in Resource Development Committee. Retrieved from <http://www.wrdc.nf.ca/pdf/SnailsPaceReport.pdf>.

Breaking Down the Barriers: A proposal to the Community Development Program of the Offshore Equity Fund. (1999). St. John's, NL

Building Our Union Through Diversity, Equality, and Solidarity. (2003). CAW Constitutional Convention.

Burke, J. (2006a). Press Release, October 26, 2006. Retrieved from <http://www.releases.gov.nl.ca/releases/2006/edu/1026n02.htm>

Burke, J. (2006b). Press Release, November 1, 2006. Retrieved from <http://www.releases.gov.nl.ca/releases/2006/exec/1101n04.htm>

Calvert Special Report: Calvert Women's Principles. (2004). Calvert Online: Investments That Make a Difference. Retrieved from <http://www.calvert.com/womensprinciples.html>.

Canada And the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women. (2002). Status of Women Canada, with Canadian Heritage, Justice Canada, Department of Foreign Affairs, and International Trade.

Canadian Council on Learning. (2006). *Apprenticeship Training in Canada*. Retrieved from <http://www.ccl-cca.ca/CCL/Reports/LessonsInLearning/apprenticeship-LinL.htm>.

CCSG Associates. (2004) *Overburdened: Understanding the Impacts of Mineral Extraction on Women's Health in Mining Communities*. Retrieved from <http://www.miningwatch.ca/updir/Overburdened.pdf>.

CNLOPB [Canada-Newfoundland and Labrador Offshore Petroleum Board]. (2006). *Canada-Newfoundland and Labrador Benefits Plan Guidelines*. Retrieved from <http://www.cnlopb.nl.ca/publicat/guidelin/benplan/benplan.pdf>.

The Convention on Elimination of All Forms of Discrimination Against Women. (CEDAW) (1979).

Costa, Silvana D., Ana Carolina Silva and Vivien Hui (2006) Opportunities and Challenges of Fly-in-Fly-out Camps for Women in the Canadian Mining Industry. *CIM Magazine*, 1:5.

Dale, A. (n.d.). *Annotated Bibliography: Gender and Sustainable Development*. Retrieved from <http://gender-sd.crcresearch.org> .

Decision 2001.01. Application for Approval. White Rose Canada-Newfoundland Benefits Plan. White Rose Development Plan. (2001).

Department of Education. (2004). *The Apprenticeship Experience: 2003 Survey of Registered Apprentices of Newfoundland and Labrador*. NL: Government of Newfoundland and Labrador, Retrieved from http://www.ed.gov.nl.ca/edu/pub/app_exp/index.htm.

Department of Labour. (2003) NEWFOUNDLAND AND LABRADOR REGULATION 47/03 . *Voiseys Bay Special Project Order* under the *Labour Relations Act*. (O.C. 2003-188). (Filed April 24, 2003. Retrieved from <http://www.hoa.gov.nl.ca/hoa/regulations/rc030047.htm>.

Department of Labrador and Aboriginal Affairs. (2006). *A Northern Strategic Plan for Labrador. A Discussion Paper*.

Employment by Detailed Industry (NAICS), Newfoundland and Labrador 1987-2006, Annual Averages. (2007) NL: Economics and Statistics Branch, Newfoundland and Labrador Statistics Agency.

Griffen Cohen, M. & Braid, K. (2000). *The Road to Equity: Training Women and First Nations on the Vancouver Island Highway – A Model for Large Scale Construction Projects*. Canadian Centre for Policy Alternatives – BC Office.

Human Resources Development Canada. (2002). *Gender Equality in the Labour Market. Lessons Learned. Evaluation and Data Development, Strategic Policy*.

Newfoundland Progressive Conservative Party. (2003). *The Blue Book*. Retrieved from <http://www.pcparty.nf.net/plan2003e.htm#e4> .

Oxfam. (2006). Oxfam Canada News, Fall 2006.

Planning for Gender Equitable Employment. (2007). NL: Government of Newfoundland and Labrador, Women's Policy Office.

Promoting Equality in the Federal Jurisdiction: Review of the Employment Equity Act. (2002). Report of the Standing Committee on Human Resources Development and the Status of Persons with Disabilities.

The Recruitment Guide: How to Recruit Women into Trades, Technology, Operations and Blue Collar Work and Training. (1995). Kimberly, ON.

Report of the Public Review Commissioner for the White Rose Development Application. (2001). St. John's, NL: Canada Newfoundland and Labrador Offshore Petroleum Board.

Ritter, A.R.M. (2001). Chapter 6. From Fly-in, Fly-out to Mining Metropolis. In G McMahon & F Remy (Eds.). *Large Mines and the Community: Socioeconomic and Environmental Effects in Latin America, Canada, and Spain.* IRDC / World Bank. Retrieved from http://www.idrc.ca/en/ev-28032-201-1-DO_TOPIC.html.

The Role of Trade Unions in Promoting Gender Equality. Report of the ILO-ICFTU Survey. Geneva: Gender Promotion Programme.

Speech from the Throne. (2005). NL: Government of Newfoundland & Labrador. Retrieved from <http://www.exec.gov.nl.ca/thronespeech/2005/speech2005.htm#Progress>

Speech from the Throne. (2006). NL: Government of Newfoundland & Labrador. Retrieved from <http://www.exec.gov.nl.ca/thronespeech/2006/speech2006.htm>

Statistics Canada. (2006). *Labour Force Survey Historical CD-ROM.*

Submission to the Voisey's Bay Environmental Assessment Panel Technical Session of Women's Issues. (1998). St. John's, NL

UNIFEM: United Nations Development Fund for Women. Retrieved from http://www.unifem.org/gender_issues/

The Untapped Resource. Increasing Women's Participation in Natural Resource Development Projects in Newfoundland and Labrador. (1998). St. John's, NL

The Path to the Good Life: Conference Proceedings of a Gathering of Aboriginal Women. (2006). Labrador: HVGB.

Voisey's Bay Environmental Assessment Panel. (1997). *Environmental Impact Statement Guidelines for the Review of the Voisey's Bay Mine and Mill Undertaking.* Ottawa: Canadian Environmental Assessment Agency.

Voisey's Bay Environmental Assessment Panel. (1999). *Report of the Proposed Voisey's Bay Mine and Mill Project*. Ottawa: Canadian Environmental Assessment Agency.

WITT National Network. (1995). *Welcoming Women into Trades, Technology, Operations and Blue Collar Work: A Checklist of Strategies*.⁸

WITT [Women in Trades and Technology]. (2003). *Canada, 2002. Final Report for a Study to Assess and Identify Ways of Increasing Women's Participation in Trades, Technology and Operations Occupations in Canada..* Toronto, ON: SPR Associates Inc.

WRDC Women in Resource Development Inc. (2001). *Submission to Public Hearing for the White Rose Project: Gender Equity Plan*.

2003 Employment Equity Annual Report - Good Practices. Retrieved March 2, 2005 from http://www.hrsdc.gc.ca/en/lp/lo/lsw/we/ee_tools/reports/annual/2003/index-we.shtml

⁸ Currently out of print. A revised resource - *Welcoming Women into Science, Engineering, Trades and Technology Workplaces: A Checklist of Strategies* is being published by the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) www.cwestt.org/sett.asp, and will be available later in 2007.