



# International Union of Operating Engineers

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS



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April 9, 2021

Nunavut Impact Review Board  
P.O. Box 1360  
Cambridge Bay, NU, X0B 0C0

RE: Phase 2 Mary River Mine Expansion Project, NIRB File: 08MN053

Dear Madame Chair,

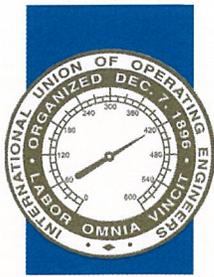
On behalf of the International Union of Operating Engineers (“IUOE”), International Union of Operating Engineers, Local 793 (“Local 793”), and the approximately 1,000 members we represent at the Baffinland Iron Mines Corporation’s Mary River Mine (the “Mary River Mine”), we are writing to express our full support for the Phase 2 expansion of the mine and to describe the impact and importance the mine and its expansion has and will have on our members, their families, and their local communities.

We feel it is vital that you hear not only from us, but directly from our affected members who work in a broad range of occupations at the Mary River Mine. They have expressed their sincere views and opinions in letters which are contained in the attached appendix. The letters are from our union stewards and subcommittee representatives/candidates and as such they are reflective of a large cross section of workers at the Mary River Mine. Several of the letters are also from Inuit land claims beneficiaries. Our members wish to participate in the Nunavut Impact Review Board (NIRB) process by providing their own testimonial of what working at the Mary River Mine has meant to them and the significance the approval of the Phase 2 expansion will have on their lives and the lives of their families. We request that the NIRB give appropriate consideration to the unique perspectives their comments and experiences bring to the hearing process.

By way of background, we are a progressive and diversified trade union representing workers in collective bargaining with their employers in a wide variety of occupational categories in the construction, industrial and mining sectors, which in this case at the Mary River Mine includes a wide variety of workers such as heavy machinery operators, truck drivers, millwrights, electricians, welders, mechanics, crane operators, labourers and warehouse technicians to name a few. Since its inception, the Mary River Mine has provided thousands of good paying jobs for highly trained and skilled Canadian workers from across the country. The benefits that it contributes to Nunavut, in employment and training opportunities and for its economic growth have been immense.

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IUOE and Local 793 have represented workers at the Mary River Mine in a collective bargaining relationship with Baffinland Iron Mines Corporation (“Baffinland”) since May 1, 2019. The Mutual Gains Bargaining Partnership Agreement (“Partnership Agreement”) entered into between Baffinland and the Unions was voted on and successfully ratified by a large majority of the workers. The Partnership Agreement is a new labour model in the mining industry built on trust, respect, effective collaboration, and fairness to facilitate employees being at their best. The Partnership Agreement places an overriding priority on the fact that Baffinland is only able to operate its Mary River Mine as a result of entering into the Inuit Impact Benefit Agreement (“IIBA”) with its Inuit partner the Qikiqtani Inuit Association (“QIA”). Therefore, the IIBA takes precedence over anything in the Partnership Agreement, ensuring the ongoing and future well-being of the residents and communities of the Nunavut Settlement Area, and to protect the ecosystemic integrity of the Nunavut Settlement Area.

Two of the Partnership Agreement’s guiding principles speak directly to the parties’ commitment to understanding and addressing the uniqueness of Baffinland’s Inuit partner and understanding their deep connection to the land and the necessity to preserve the pristine environment at the Mary River Mine. Moreover, the Partnership Agreement places a priority on proactive dispute resolution and ensuring that Inuit Employee concerns are addressed by the parties on an ongoing basis.

The Partnership Agreement also ensures that Inuit workers have an active and meaningful voice in the workplace. This is achieved by Inuit workers volunteering to take on leadership roles in shaping the culture at the Mary River Mine by becoming union stewards and participating in the extensive subcommittee structure under the Partnership Agreement including the Inuit Employee Concerns, Opportunities and Environmental Subcommittee. IUOE and Local 793 are fully committed to ensuring the prosperity of the Mary River Mine and that Baffinland’s Inuit partner is fully respected in the Partnership Agreement.

Our members take great pride in their work and value the unique opportunity they have been afforded working in the high arctic. For our southern members, it has afforded them the once in a lifetime opportunity to work with many Inuit workers. For most of them, working at the Mary River Mine has been their first exposure to Inuit history and culture. It has been eye-opening to witness the positive impact this has had on our members and how they view their work and the priority and understanding they now share for the environment and their role in ensuring the Inuit land is respected and preserved. For our northern Inuit members, it has afforded them the opportunity to work with skilled members from across the country. It has also been a true eye-opening experience for our Unions and has elevated the priority we place on working collaboratively with the northern Indigenous communities.

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Day-in and day-out, 24 hours a day and 365 days a year, our members work to ensure that the high-grade iron ore at the Mary River Mine is mined and transported by ship for processing in an environmentally respectful and sustainable way and with deep reverence and admiration for Inuit cultural and societal traditions. Baffinland, along with our members at the Mary River Mine, understand and recognize the need to protect local wildlife, safeguard marine and land habitats, and uphold responsible stewardship of the environment. Our members do this knowing that the employment terms negotiated with Baffinland and set out in the Partnership Agreement provide them with fair wages, health and pension benefits, and allowances that will help support their families and communities. There are many members who work at the mine that are Inuit, and the opportunities available to them has had a direct and positive impact on their careers and the prosperity of Nunavut communities they come from.

The Mary River Mine has been and continues to be a major source of employment and training for tradespeople in Canada's North. Since 2005, Local 793 has been providing training for Inuit communities through the Operating Engineers Training Institute of Ontario ("OETIO"), one of Canada's premier union-led training facilities. In that time, OETIO has trained over 512 Inuit from Nunavut on at least one, if not two pieces of equipment. That training prepares Inuit workers for successful careers in the heavy equipment trade, while at the same time, acknowledging and respecting Indigenous learning and cultural traditions in the process.

We strongly believe that if Canada is to move forward with the development of major projects, such as Phase 2 of the Mary River Mine, it must be done with mutual respect and understanding with Indigenous communities as partners. IUOE Locals across Canada have entered into partnership arrangements with Inuit, First Nations and Métis groups to help train and prepare men and women for successful careers.

From our direct experience, we know that Baffinland cares deeply about the training of Inuit apprentices to develop the skills needed to excel and succeed at their trade and we stand with them in making training a priority. Part of the company's Phase 2 expansion commitments would see support given to the construction of a training and research facility in Pond Inlet, the creation of a childcare subsidy for Baffinland employees in Nunavut, assistance for childcare facilities in neighboring communities, and annual investments of \$1.5 million in Inuit specific training programs and enhanced supports for Inuit career mobility. These represent just a small portion of the labour and community benefits that would be realized through the Phase 2 expansion. These benefits are the building blocks for successful careers at the Mary River Mine and beyond. With IUOE locals across the country, our Inuit members have the ability to access quality job opportunities across the country with the training they have received at Baffinland.

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We believe the Phase 2 expansion of the Mary River Mine would provide continued and expanded employment opportunities for Nunavut workers, as well as opportunities to further their training and skills development. Through economic spinoffs, royalties, and community benefits, it is clear to us that Baffinland is committed to ensuring that Inuit communities in the area directly benefit from the expansion. We understand that Baffinland faces serious repercussions if it fails to meet its commitments. IUOE and Local 793 are working with Baffinland to help ensure they meet their training obligations and employment targets for Inuit employees.

With the Phase 2 expansion, Nunavut is on the cusp of an even greater opportunity that could help grow its economy while addressing concerns connected to climate change and responsible and sustainable environmental stewardship. We believe Baffinland has the key components to help make its Phase 2 expansion a success for Nunavut: their plan limits harm to the natural environment, through an extensive environmental assessment process; provides commitments to Inuit employment, training, and career success; and is built on a track record of action aimed at supporting Inuit communities and responding to their needs and interests. As Baffinland's partner in supplying labour to the Mary River Mine, providing ongoing training to workers and representing the production employees at the Mine, we are equally committed to these priorities.

We submit that Baffinland has years of evidence to support the positive impact of the proposed expansion on Nunavut. It has conducted more studies on the mine's environmental and socio-economic impact than any other similar project anywhere in Canada, knowing how valuable proper consultation and thorough regulatory oversight is to the development and success of the proposed expansion. In our view, Baffinland is doing it right when it comes to upholding best practices on the environment and community engagement. At a time when the world, Canada, and Nunavut face unprecedented socio-economic uncertainty as a result of the COVID-19 pandemic, projects like the Mary River Mine provide crucial employment and training opportunities for Nunavut workers and for workers from all across Canada. Many of the workers at the mine come from communities where good employment opportunities are limited if not mostly non-existent. The pandemic has served to further limit opportunities for many of these workers and highlights the socio-economic disparity among different regions in the country.

Through the processes established in the Partnership Agreement, we know firsthand that Baffinland has navigated the COVID-19 pandemic remarkably well as compared to many other employers in the country. Through our discussions and support, they have managed to maintain the full operations of the Mary River Mine while ensuring the safety of workers, especially the Northern workers by keeping them in their

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communities and paying almost full compensation despite being unable to come to the site. Baffinland's extensive COVID-19 rapid testing protocols have kept the site free from any COVID-19 transmission outbreaks. Our members are grateful for the ongoing ability to work safely throughout this pandemic and provide for their families and communities.

In order to preserve the good skilled jobs at the Mary River Mine, it's vital that Baffinland be permitted to move forward with its Phase 2 expansion. The IUOE and Local 793 are eager to see approval for this valuable expansion of the project and will continue to give assistance and support towards that goal. We are committed to working with Baffinland, Inuit communities and organizations, and the public in promoting the Phase 2 expansion, and developing it to the highest environmental and safety standards possible. Our members are equally committed to these goals.

We believe that the expansion of the Mary River Mine will create employment in a region that has everything to gain from this kind of economic development and will create direct and indirect jobs that will further revitalize Nunavut and especially the five north Baffin communities of Arctic Bay, Igloolik, Pond Inlet, Clyde River and Sanirajak. We are convinced that Baffinland has been environmentally and socially responsible by respecting and indeed elevating its priorities around Inuit culture and education and would be able to do more if given the chance to grow.

On behalf of our approximately 1,000 members working at the Mary River Mine, we confirm our full support of the Phase 2 Mary River Mine expansion and request that the Nunavut Impact Review Board issues a decision to approve the project.

All of which is respectfully submitted for your consideration,

Lionel I. Railton,  
Canadian Regional Director, IUOE

Michael Gallagher,  
Business Manager, IUOE Local 793

c.c. *Rt. Hon. Justin Trudeau, PC, Prime Minister of Canada*  
*Hon. Dan Vandal, PC, Minister of Northern Affairs*  
*Hon. Seamus O'Regan, PC, Minister of Natural Resources*  
*Hon. Dennis Patterson, Senator for Nunavut*



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## APPENDIX

### About Us

#### **International Union of Operating Engineers**

We have nearly 55,000 members with representation across Canada, in every province and territory. Local 793 represents members in the Province of Ontario and the Territory of Nunavut. Approximately 85% of our members work in the construction industry. We operate tower and mobile cranes; use heavy machinery like bulldozers and excavators; and work as mechanics and surveyors on construction sites. We work for heavy civil and industrial contractors, as well as commercial construction and mining companies, both within urban centers and in remote communities with temporary lodging. We are the first on job sites and the last to leave.

#### **International Union of Operating Engineers, Local 793**

We represent over 17,600 members employed in the construction, mining and industrial sectors in Ontario and Nunavut. We have a proven track record of working cooperatively and successfully with our hundreds of signatory companies, including Baffinland Iron Mines Corporation. In addition to bargaining fair terms and conditions of employment for our members, safety at work and continuous skills development through our training arm, the Operating Engineers Training Institute of Ontario (OETIO) are top priorities. Local 793 celebrated its 100<sup>th</sup> anniversary as a progressive trade union last year.

### Testimonials

TAB	Name	Baffinland Department/Position
1	Allen Qualitalik	Mine Ops
2	Andrew Hayes	OHT Driver
3	Bill Elson	Mobile Maintenance
4	Bobby Currie	OHT Driver
5	Bugsy Dick	OHT Driver/Operator
6	Chris Holt	Site Services

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TAB	Name	Baffinland Department/Position
7	Jason Kennedy	Mine OPS and Crushing
8	Kari Lynne Drummond	Mine OPS and Crushing
9	Karl Tous	Mobile Maintenance
10	Kevin Rowe	Ore Handling & Road Maintenance
11	Ola Arnaquq	Mine OPS & Crushing
12	Rebecca Jones	Inuit Engagement Coordinator
13	Roger Lariviere	Ore Handling & Road Maintenance
14	Sheldon White	Site Services & Housing Maintainer
15	Stephan Tremblay	Ship Loader
16	Steve Holt	Mine OPS & Crushing
17	Trevor Hall	Mobile Maintenance

# TAB 1

Allen Qualitalik

Mine Ops

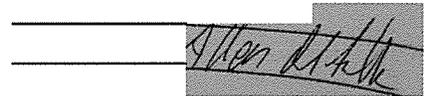
MARCH 19, 2021

ALLEN QULITALIK

IGLOOLIK NU

MINE OPS 777,793, TRAINING ON D9 & D10

Allen Qulitalik writing a LETTER OF SUPPORT FOR PHASE 2 THE RAILWAY BECAUSE, THERES NOT MUCH EMPLOYMENT IN OUR COMMUNITIES AND IT'S A VERY GOOD PLACE FOR YOUNGER GENERATIONS FOR TRAINING ON THE JOB. I BELIEVE IT HAS HELPED MANY PEOPLE UP NORTH WITH HUNTING EQUIPMENTS, ETC. SO I HOPE IT GETS APPROVED ASAP. I SO MISS WORKING THERE



Allen Qulitalik

# TAB 2

Andrew Hayes

OHT Driver

21 March 2021

To whom it may concern:

I am Andrew Hayes, a 51 year old Baffinland employee from the Niagara Falls area of Canada. As the time for the phase two deliberations comes to a head, I have deliberated over this letter. And I am wondering if I can put my thoughts about Baffinland's phase two in a one page letter. I'll do my best.

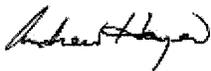
I have been employed by Baffinland Iron Mine as an ore haul driver for more than three years. During this time, I have come to deeply love the rugged beauty of the small portion of Baffin Island I have seen. I have also come to know many of the locals, and see them as my friends. I owe them a debt of gratitude because they have deepened my appreciation for their culture, their way of life. And I truly hope that there is a way for Baffinland to proceed to phase two in a way that will satisfy the Nunavut Impact Review Board and calm the fears and satisfy the needs of the Nunavummiut.

Trust is critical as those deliberating the future of our mine look to find a way forward that will satisfy the mine, its workers, and the Nunavummiut. The local people are the rightful guardians of Baffin Island, and, as such, the people who should make decisions about how the lands is to be used. It is important to listen to the voices of those who fight to protect their land and culture. However, I do believe that the mine's management is trying to listen to these voices, and wants to find a way forward. It is important for Baffinland to know that the locals are also listening to their needs, willing to dialogue, willing to find a satisfactory resolution.

Since I work at Baffinland, I have a strong interest in how things will proceed between the locals and top Baffinland management. The job I have pays, and my schedules allow me to enjoy quality time with my family. Given the present economic climate, I am grateful to have work, grateful to the mine for doing a good job of controlling Covid, and grateful to the Nunavummiut for opening up their land, allowing the mine to operate. My wife's job is one that has been directly impacted by Covid, and we have been relying on my income to pay our bills, pay down debts, and start setting a little aside for retirement. Again, I am grateful to for a good job, while enjoying the beauty of Baffin Island.

In order to be profitable, the mine needs to find a way to safely ship more ore. Phase two would provide critically needed revenue, allowing the mine to have the funds to run smoothly, the ability to train Inuits for highly skilled positions, and will give me much needed job security. I have had to imagine what it would be like to lose this job, to this opportunity at Baffinland, to be unable to properly support my family. But should phase two not happen, this is a reality with which I may be faced, a sad day that I greatly fear. I truly hope that phase two will happen, and that Baffinland will be given the opportunity to earn your continued trust and faith in its commitment to the good people of Baffin Island.

Sincerely,

A handwritten signature in black ink that reads "Andrew Hayes". The signature is written in a cursive style with a large initial 'A'.

Andrew Hayes

# TAB 3

Bill Elson

Mobile Maintenance

To whom it may concern (NIRB);

My name is William Elson, I am an employee here at Baffinland Iron Mine! The following document will highlight what I personally feel towards the Phase 2 Expansion proposal that has created both concern and doubt amongst your residents here in the Northern Communities of Nunavut.

I have been employed by Baffinland Since April of 2015 since this time I have personally witnessed many positive impacts that the company has provided for my co-workers both native and non-native. Not just monetary gains but also personal professional gains when it comes to training and building my personal confidence.

The company has always had to both oversee and enforce disciplinary action when it sees that environmental regulations may not always be followed as we have very stringent and defined regulations that has to be had heard to no matter the nature of these rules I have never seen nor has there been anyone deliberately polluting our work environment we are fortunate in the measures the company has taken to both regulated and enforce such rules by having an above standard Environment Department whom looks and protect both land and sea here on site, we are provided with certified training for both land and sea spills, this is only attainable thru quarterly and yearly

training both here on site and in some cases down South. All my co-workers are given the chance to partake in this process in fact we are encouraged to partake in said training.

Since coming to this site we are being shown a work environment like no other in Canada maybe even the world as there is no other extreme conditions to which we can work in. The extreme cold temperatures to months without daylight to months without darkness, we are fortunate to see and learn from our local co-workers and visitors from surrounding communities that there is a culture many of us had no idea about! Your resident have shown the importance and skills they have to survive such conditions for so long a period of time and thru this company we are encouraged to both see and learn from you.

That being said, we must not forget the commitment that the company has given to us not only employment but also the fortitude to give our families both security and wellness in the form of monetary gains and a strong foothold for the future.

Unfortunately no company can either promise nor expect to not have incidents nor accidents at their work place, what this company has provided thus far is the training thru highly qualified personnel to help mitigate such incidents and accidents and the importance of following tried and true management skills to avoid and lessen such incidents and accidents.

When Phase 2 is approved, the company will both be in a position to hire and train more employees both from Nunavut and Southern residents as we are assured that more workers would be needed to oversee such a plan. Since day one of employment we have been told of the importance Phase 2 holds for this region and its people to be given meaningful employment and a means of providing a stronger future for their families as the same goes for Southern workers and our families.

During this era of Covid restrictions and Job Loss we must all remember the support the company has provided us! Whether that be being placed on Stand down with full pay as all of our Northern co-workers are or the company helping to provide food hampers when there may have been a shortage to the Northern communities and its valued residents. A true sign that this company both cares for and respects its employees from this area.

Being employed by this company has provided my family with everything I have today! Not only money but the promise of a very bright future that enables us to live comfortably, well fed and enables us to go to bed knowing I still have a bright future here in the North thus far. My family's biggest fear is that if this Phase 2 is denied or put further on hold we may very well begin to be placed on a care and maintenance site with very little employment for any of us. As the company has thus far provided and followed every demand as asked by your

people to date. I have seen all visitors both feed and cared for that you would not see any where else other than here. Families arrive here with their children and elders that are feed, equipment be it ski-doo ATV or Boat fixed and they leave and continue their travels this is provided without hesitation or delay. This company has always stressed that we are only visitors to this area that we must respect and protect both the residents and their values and culture while ensuring we do not damage the land where ever we may be working while here.

In May of 2015 we agreed to take a 10% pay cut to try and help the company be successful in surviving a huge downturn in the price of ore, at that time to try and ensure we would have a future in this mining industry. The company in turn was able to not only weather this down turn but also continue to hire and train on a daily bases, most other Iron Mines were not able to do so! In my home province we seen Mines go bankrupt cancell expansion and improvements because of such low prices for Iron. This down turn had created some very trying times here in the North but we not only stayed the course but also flourished thanks to an exceptional management team leading an exceptional workforce. This work force still exist on site today thanks in part to the highly anticipated and hopefully soon to be approved Phase 2 Expansion. Its my personal and professional opinion that if this company were only interested in

making quick dollars then we would not had survived the down turn nor be interested in the future and possible advances here in the North.

I come from an area very similar to here, I was born in a very small community of less the 500 people where there was very little to no promise of a future for its youth as the economy of Coastal Labrador did and could not provide a means of survival without great hardship for our peoples and our beliefs and culture. In fact our cultures and beliefs were pushed to the wayside as it were so big industry could come and take and take, this continued up until early in 2000 it has only been recently the economy has improved and my people are starting to receive due recognition and employment from the mining companies. Why am I saying this you may ask!! Answer to this is very simple, Baffinland has already been giving to your residents with not only needed jobs and promises of a much brighter future for your residents and their families for the next 15 to 20 years given the past agreements we are under. But as the world's demand for high quality ore continues to grow and expand we can not provide for the demand mining with lower tonnage that's currently being shipped from port. I fear for the future of not only my family but also for those whom I work along side if the Phase 2 does not gets the needed approval and our ore can not get to market our company could very well be forced to go under the ever dreaded care and maintance until we can

get such approvals. Yes we ship 6 million ton annually but with the ever anticipated Phase 2 approval we will all benefit both financially and economically and our families will definitely prosper.

In closing I want to emphasize to your board members that our company will not only meet your expectations but given the approval for Phase 2 it will certainly surpass those expansions in both Royalties paid but more importantly employing your fellow sons and daughters with a very strong voice and presence while allowing all concerns and opinions to be expressed without dispute or disruption of your cultural beliefs and values.

Thank you for allowing me to share both my families and my observations concerns and high lights of working in such a demanding and ever changing environment.

William Elson

A handwritten signature in black ink that reads "William Elson". The signature is written in a cursive style with a prominent, sweeping initial "W".

# TAB 4

Bobby Currie

OHT Driver

**March 18, 2021**

My name is Bobby Currie. I am 50 years old and live in Cape Breton NS. I have been employed at Baffinland for 3 years now in the O.H.T Department. I am also a Union Steward and a member of the ERT-Emergency Response Team.

Working for Baffinland has been a such a positive experience for me by having not just steady full-time employment, but also learning and being involved with the local Inuit culture and havening the experience to be able to share some of my culture with my Inuit co-workers.

I believe that Phase 2 is very important to be able to grow as a profitable mine and to be able to offer education, training, and permanent employment for everyone employed of Baffinland. Through Phase 2, Baffinland will be able to do more to give back to the local communities.

The second phase will also be very import to all employees to be able to have that guarantee of employment for years to come. The commitment to training, which has been made by Baffinland and exists in the Partnership Agreement with the Union is significant for all workers, particularly those from the North. The Union has made a commitment to work with Baffinland to meet their training obligations.

With the way of life when the world was taken by Covid-19, in the east coast I see many businesses shutting down. Our economy has taken a huge blow which will take years to recover from. I have been blessed with steady full-time employment from Baffinland which allows me to provide for my family and also to be able to give help to my home community during this difficult time.

Being a full-time employee at Baffinland over the past three years has extremely improved my life at home. It has taken away my finical stress

and worry so I can provide for myself and my family and it has given me the resources to be able to provide proper education and medical care for my family. Since the Union has come in and partnered with Baffinland, my financial security has continued to increase.

After being introduced to the work site and meeting the local workers, I was very impressed to be educated on how much the land and environment means to them. I was also very impressed to see how far Baffinland has gone to preserve, protect and educate all personnel on site and enforce its environmental policies. From talking to my northern coworkers, I know how much this means to the local communities.

In Cape Bretton, NS there are very few full-time jobs and a lot of experienced workers to fill these good jobs. Phase 2 would definitely give opportunities to the east coast work force, which is a significant portion of Baffinland's workforce currently. Phase 2 will also impact the local communities in many positive ways and help improve the economy of Nunavut.

If Phase 2 is turned down, I strongly believe it will make a huge impact on my life and the life of my family. It will certainly impact all the other families of workers here at Baffinland who will have their loved ones lose their steady and well-paying jobs and top quality health benefits. On behalf of me and my fellow workers, both from the North and from the South, I fully support Phase 2 moving forward and I look forward to the continued benefits employment at Baffinland will have for me and my fellow workers.



Bobby Currie

# TAB 5

Bugsy Dick

OHT Driver/Operator

To whom it may concern.

Hello, my name is Rodney Dick. I am a 55 year old man who lives in Victoria, BC and I have worked at the Mary River Mine Project for BIM since December of 2016

Before acquiring this job, I was struggling mentally, emotionally, and financially while trying to find work near home that would help me repay a large debt from a failed relationship.

BIM gave me a chance to be, do and have more through the company, where I work in the Ore Handling Department, driving the OHT's hauling ore to the Port Site, as well as operating the 320 Excavator and 988 Loaders when I'm needed to help out.

I am also a member of the OH&S Committee as a representative for the drivers and trying to help make our jobs safer for all of us.

My experience with BIM has been a blessing in many ways. Having acquired a job that I love, in an amazing location, with a group of amazing people who quickly became dear friends.

Those friends include people from all walks of life, from all parts of Canada (including several people living in the local communities and villages)

BIM is a strong supporter of the indigenous people and has them working in all departments and a variety of positions, with great opportunities for growth and advancement with training for them (and anyone) through our Union.

When this COVID situation started, to lessen/illuminate the possibility of their communities being effected, they were sent home and told to stay there (with pay) until this situation is resolved.

BIM is always concerned with and looking for newer and better ways to help protect and be less impactful on the environment, and it shows.

If phase 2 isn't approved and the Mine shuts down its production, countless people will be adversely effected and deprived of the opportunity to pay their bills, due to the lack of work at home (myself included)

So this is me "imploring" upon you to approve the phase 2 development project and allow the railway to go ahead as planned, for the sake of myself, my friends and coworkers with BIM.

Sincerely,



Rodney James Dick

BIM Employee #1318

Bugsy

# TAB 6

Chris Holt  
Site Services

To whom it may concern

I am writing this letter to share my experiences as an employee of Baffinland, as well as express my concerns should the proposed phase two not going ahead.

As a journeyman plumber, I have been employed by Baffinland for six years working as a housing maintainer. In that time I have seen incredible growth in the development of the mine. While the scope and scale of operations has increased, providing many more employment opportunities, perhaps even greater strides have been made in the evolution of areas such as environmental stewardship, safety and cultural awareness.

I live a relatively small community in B.C. where the primary industries are agriculture and tourism. As a married man, with two young children, one of which has special needs, there are very limited opportunities for significant employment, and this has obviously been greatly exacerbated by the covid-19 situation. I know many co-workers both from the north and south who are in even more precarious financial situations. My employment with Baffinland has allowed my wife to remain at home to care for our children full time. And while being away for 2-3 weeks is hard at times, I do take great comfort knowing my children are getting the care they need and deserve.

Speaking to my direct experiences in working here, I would first like to note that my co-workers are, beyond a doubt, some of the most talented, dedicated people I have ever worked with. The level of expertise, and the overall mentality of "due diligence" has to be experienced to be appreciated. In my specific job as a plumber, I am directly involved with environmental concerns daily. Incidents such as sewage spills for example are an unfortunate reality, but at no time have I ever been witness to anyone turning a blind eye, or taking

shortcuts on any environmental issues. Quite the opposite. There has been significant improvement in the infrastructure and engineering, resulting in better procedures, and indeed less incidents. Having said that, there is absolutely no culture of complacency, i.e. “good enough” we are always striving for improvement. The same can be said in the area of safety. Less incidents than the year before is good, but zero incidents has always been the goal.

An apprentice program is in place, allowing tradesmen to pass on their knowledge to peoples living in the north. Every tradesmen I have spoken to regarding this program has expressed enthusiasm for it.

Should the proposed phase two not go ahead, the effects would be very far reaching. I believe we are the largest employer in the QIA region, I am not sure of the exact number of people from the north that are employed, but I do know it is a significant percentage and they are a critical component to the success of the mine. Many have expressed their frustrations to me about how they wish everyone could see first hand what we do and how we do it, so that they could better understand. The days of a mine coming in and raping the land then leaving the damage behind may not be totally gone, but it doesn't exist here.

I would implore all parties to reconcile their issues and find a way to advance the development of Baffinland. There are quite literally thousands of people's livelihoods at stake, and I strongly feel this must be taken into account in the negotiation process. Should you have any questions for me regarding any of the points I have mentioned. Please do not hesitate to contact me.



Chris Holt

# TAB 7

Jason Kennedy

Mine OPS and Crushing

To whom it may concern,

I'm writing this letter in regards to phase 2 and the impact that it will have on all my family and co-workers. Having worked in the mining industry for almost 20 years I've seen and worked many schedules, but until I started working for Bim in 2016, had I worked in a camp setting. Shift work I was used to, but being away from my family was unfamiliar to us. Little did we know that life would change for the better in so many ways. More time off is always a good thing but the quality of family time together is the real surprise. Working close to home, working 12 hrs a day plus the 1 hour travel back and forth, gave little time at the end of your day to do anything. You showered and ate a meal that your wife had cooked for the rest of the family and you ate alone and watched the kids play. Whereas now my family and I eat together every night I am home. Not to mention that after the meal was done I would sit on the couch beat from the day, for as long as my eyes would let me or until the kids went to bed. Now my family can spend good quality time together for weeks on end and actually do things together because of the scheduled time off and the financial freedom this job provides us. I have been offered several jobs since I worked on the island, but have turned them all away as this is a great place to work. Working at the crusher proves difficult most of the time between weather conditions, and dust. But the culture of people there is the best I've seen or worked with. Where else can you find happy dirty people in -50 weather? Baffinland! I've met some pretty unique people both Inuit and non Inuit, and some very interesting stories have been told. Learning how the Inuit do things compared to how we do the same task has given me a different perspective as well as making me myself realize that I shouldn't take things for granted. Simple things like running water in our house. Which they also have, but we do not need a water truck to deliver every third day. I can't imagine having to wait sometimes days for water to be delivered for a bath, or to cook my next meal. Or the cost of living, being much more costly than it is in the south. Those are some of the real struggles that we as southerners can only pass along to our children as a learning vessel as to appreciate what we have in front of us. I can't speak the language but I can certainly say good morning, how are you, and thank you well enough that they respect the effort.

Having said all this working at Baffinland has changed our life for the better and phase 2 would certainly solidify that our lifestyle stays the same for the rest of my working career (hopefully). During the pandemic we have seen some of our closest family and friends severely impacted by shutdowns, closures and restricted hours. Stress levels, break ups, and financial hard times. In all my 46 years on this planet, have I ever seen so many different people, and companies affected over 1 thing. Meanwhile through Baffinland's precautions towards the pandemic and rigorous testing we have persevered through this harsh time, maintained working, and basically did not stop living like some of our family and friends have had to do to survive. Even though I live in a mining town, things are slow and shutdowns are inevitable.

Personally I believe that phase 2 should go through, and both the workers and the Baffin island community's will both benefit. Workers will get more training, more job opportunities, job security, the ability to retire here, meet new cultures, community support through Baffinland, experience the land, maintain a great quality of life provided by the scheduling and financials working at Baffinland. In my eyes, all these examples would diminish if phase 2 would not move forward.

Therefore I employ you to give phase 2 the go ahead and enrich all our lives.

Respectfully



Jason Kennedy

# TAB 8

Kari Lynne Drummond  
Mine OPS and Crushing

March 19 2021

To Whom It May Concern

I am writing this in regards to the proposed phase 2 expansion at the Mary River project on Baffin Island.

I began working for Baffin land in December 2017 as a Haul Truck operator in the Mine Operations Department. Since that time I have seen the mine develop and grow with more employment opportunities every year. We are always careful to follow all rules that are implemented by the environmental department to protect the environment as we are mining the iron ore.

I've seen many operators have professional development opportunities here at the mine including the local Inuit, many who have become skilled operators on a variety of equipment. I myself obtained training and have become a very competent Haul track operator on 777 and 793'S; this was an opportunity I wouldn't have had without the company's willingness to train for the skills needed.

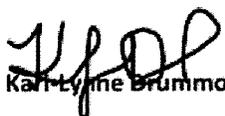
The rotational schedule has been great for my life at home and having time to do things with my family and friends. When the Covid hit the changes to the schedule were great for those of us in the east that need to isolate for 2 weeks each rotation. The changes enabled us to have time outside the isolation period to interact with our friends and family. The company has done everything in their power to make the work experience as safe from the covid risk as possible. I am very impressed with the testing process and the fact they took the risk seriously especially for people like me that are immune compromised. The company's willingness to protect the local communities by sending the employees home with pay is a great testament to their concerns for the Inuit workers at the mine.

The wages paid have given me the ability to work on my property and also save for my retirement in the near future. The benefits are fully company paid, very competitive ■ actually better than Michelin North America where I previously worked for 22 yrs.

I believe this expansion will be beneficial to all the employees, southerners and locals, as well as the whole territory. Companies must grow to be competitive and this growth will also impact all the local communities in many positive ways. I do understand the local intuit has concerns over the environmental impact on the area from the expansion, which need to be addressed and taken into account but I believe the company and QIA and the other community groups can continue to work together to satisfy both of their needs.

As a whole I believe the benefits from the Phase 2 expansion outweigh any of the negative issues that have been presented but the companies needs to do their best to protect the environment for the future generations in the area with the input of the environmental experts and the local Inuit.

Yours sincerely,

  
Karl-Lyline Drummond

# TAB 9

Karl Tous

Mobile Maintenance

To whom it may concern,

I am writing this letter to show my support for the Baffinland Phase 2 expansion.

I have been a mechanic for twenty years and this is the third mine site I have worked at. Working at a mine can often become pretty dull and routine if you let it. Continuous 12 hour shifts in the same workplace day after day far away from home isn't for everybody.

For myself, I have found three things to help me stay focused and engaged in my job.

First, is getting to know my coworkers. We often spend more time with our coworkers than our families in this line of work. I am very proud of the friends I have met at Baffinland. My friends live in places such as Kamloops, Dear Lake, and Clyde River.

Second, is learning about mining and what my mine does. My mine is in the business of selling iron ore. It does this in the most challenging conditions I have ever worked at. It is also the cleanest mine I have ever worked at. One could argue it is more a quarry than a mine. Unlike, other mining that has tailings and toxic by products from processing we do not. We simply excavate the ore and ship it out.

Third, is going out and learning about the local area. Although working at this mine hasn't given me the opportunity yet to go out and discover the local communities and people, I do work with the local Inuit and enjoy the experiences that they share with me. I have also taken the time to learn about Inuit history and modern events that are shaping their culture today. I can proudly say that most of the people I work with who like me come from the south are also very interested and engaged in learning about the Inuit.

I hope that Baffinland and the people of Pond Inlet who are opposed to the phase 2 expansion can come to an agreement that benefits everyone involved. I have been following the phase 2 expansion in the media for a while now and unfortunately I feel that lately outsiders who are anti mining have come in with the intention to not only stop phase 2 but to ultimately try and have the mine closed which would be devastating to all of my coworkers and Nunavut.

In summary, I think everyone wants to see an agreement that not only makes it possible for my company to succeed but also an agreement that must make it possible for the Inuit people to succeed.

Sincerely,



Karl Tous

Maintainer 1, Mary River

# TAB 10

Kevin Rowe

Ore Handling &  
Road Maintenance

I am happy to provide my written support for the Baffinland Phase 2 expansion. I have been employed at Baffinland for the past 4 ½ years as a driver and trainer in Ore Handling. I am also a Union Steward for Local 793. I live in Glace Bay Nova Scotia, which is located in the eastern part of Cape Breton. I will be 59 years old in April.

Working at Baffinland has been a very positive experience for me and my family. It has provided us with some much-needed financial security, including benefits and pension which I haven't always had. My financial security has continued to improve over my time at Baffinland with the Union negotiating on our behalf.

I know that Phase 2 is very important to Baffinland to ultimately make the mine profitable. No matter what, the mine won't continue to operate if they can't make a profit. If this happens, me and thousands of other people will lose their jobs. Approving Phase 2 will not only make the mine a profitable operation, it will create more jobs for people like me from across Canada who haven't always been able to secure stable and good-paying work. I also know that Phase 2 will create additional jobs and opportunities for members of the local communities – opportunity that wouldn't exist but for the expansion. The commitment to more training opportunities for Inuit and non-Inuit workers benefits everyone and will make our workforce more skilled than ever. This must be a good thing.

With the Covid pandemic, my home community is not in a good position. Unemployment is at an all-time high. I am one of the lucky people that has been able to keep working without interruption since Covid hit. Me and my family are so grateful to Baffinland for their commitment to keep the mine running even though there have been so many challenges created by the pandemic.

In a time when good paying jobs are at a premium, it is vital that Baffinland's proposal for the Phase 2 expansion be approved. Canada and the northern communities all need good paying quality jobs. If Phase 2 isn't approved, I truly fear I might lose my job and this would be a huge blow to mine and my family's financial security. I can't afford to be out of a job so close to retirement and with a family to still support. If I were to find a job in my home community, I will be left with minimum wage employment and no real good prospect.

Please approve Phase 2 for my sake and for all the other workers who rely on Baffinland to support their families.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kevin Rowe', is written over a light gray, textured rectangular background.

Kevin Rowe

# TAB 11

Ola Arnaquq  
Mine OPS & Crushing

Hello;

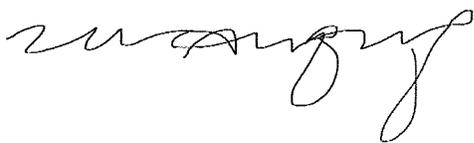
I would like to express my support for Phase Two Project of Baffinland Iron Ore Mines. I am an Inuk beneficiary of the Nunavut Land Claims Agreement. I no longer live in the Territory, but still come home to my land to work in order to provide for my family in the north.

When I come to work in the north Baffin Island site, I am able to see many Nunavummiut which keeps me fluent in my own language (Inuktitut). I feast with my peers my country food that otherwise would not be available to me where I reside in BC. We enjoy cultural activities that energize my continued interest in my culture with our cultural advisors at site that ensure we have someone to speak to, practice our skills (sewing, qullik lighting, learning about our history and oral stories). And much more.

I know many Nunavummiut that benefit from the company, I've seen people grow their careers and gain knowledge, skills, and positive experiences. I myself have gained many strengths in my three positions that I've been hired to do on site. As well as becoming apart of a comradory working out Emergency Response Team, obtaining certification that is transferable to wherever I may want to practice, which many Inuit have done as well here.

I feel that job opportunities will continue to bring resources to the communities in the surrounding areas, and the employees that work here will be able to bring skills, and knowledge home to families and other entities. There are many Apprenticeships in Trades that will be a positive for the futures of Nunavummiut.

Regards,  
Ola Arnaquq

A handwritten signature in black ink, appearing to read 'Ola Arnaquq', written in a cursive style.

# TAB 12

Rebecca Jones  
Inuit Engagement  
Coordinator

March 21, 2021

My name is Rebecca Jones, a Nunavut Land Claims Beneficiary, and I am writing this statement in support of Phase 2 of the Mary River Project moving forward.

If Phase 2 were approved, I believe there would be many benefits for the Nunavut territory and its Land Claims Beneficiaries (Beneficiaries from the affected communities). Although I do not live in the territory anymore I have always strived to work in positions that allow me to help my fellow Beneficiaries succeed. My current position being no different.

The position I hold with Baffinland is, Inuit Engagement Coordinator, a part of the Inuit Success Team. This position allows me and my colleagues to work towards ensuring Inuit succeed in their careers within Baffinland. I also aim to assist in the process of Inuit taking on managerial and professional roles within Baffinland and have been working hard with other departments to ensure that this happens.

In the current Inuit Impact Benefit Agreement (IIBA) there are many clauses that are in support of Inuit moving up or forward with their career goals within this company. However, with various processes, a high turnover rate and COVID-19, it has been difficult for the Company (Baffinland), its employees and the Qikiqtani Inuit Association (QIA) to achieve and fulfill their goals and promises.

At this time, I have been working with various departments to ensure education on Inuit culture, History and language/communication is provided to all BIM (Baffinland Iron Mines) and its contractors employees. All participants have been extremely receptive and grateful for being given the opportunity to learn more about whose land on which this Project occupies.

Once Nunavummiut are able to return to work, I believe that the Inuit Success Team, along with my colleagues from various departments, will not only strive towards but achieve its goals in ensuring that Beneficiaries begin to fully benefit from this project and see the IIBA requirements being fulfilled.

With Phase 2 being approved, more jobs would be created for Nunavut Land Claims Beneficiaries making it imperative for the Company and the QIA to work further towards ensuring that the IIBA requirements are fulfilled. This will take commitment and teamwork from all employees and partnering organizations in this Project but it is and will be achieved.

With the right support from and collaboration of all Managers, Supervisors, Superintendents, Corporate Services, Investors and Partnering Organizations the benefits of this Project will begin to become apparent through the providing of income for many families, providing the funds for learning institutions and educational opportunities to helping Nunavut advance into the global market.



Rebecca Jones

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# TAB 13

Roger Lariviere  
Ore Handling & Road  
Maintenance

March 19 2021

To Whom It May Concern,

In my opening, I would like to say that working at Baffinland Iron Mines has been a huge positive for me, getting a good wage and the time off with my family has been key for me.

Phase 2 would be a huge positive for Baffinland Iron Mines and for me cause all I need is 8 more years to retire and this is where I plan on retiring. Phase 2 would secure alot of employment for a lot of people, both from the communities and from the south. It also creates huge opportunities for everyone.

Covid 19 has been a huge issue for all in Canada and the world, but working at Baffinland Iron Mines has been a good thing, they took responsibility to make sure we are all safe at all work locations.

From what I hear from upper management, Baffinland Iron Mines is always stressing the importance of the environment and that for me is comforting. I personally don't know a lot of the politics involved in operating a mine in the territory of Nunavut, but from what i see and hear, there is a lot of pressure from all sides, but the part that I see being a benefit is all the training and oppertunity being given to the people from the communities.

If phase 2 was to happen, it would create a lot of good paying jobs for people from all communities and people from the south. I am very concerned that if phase 2 doesn't get approved and the mine was to shut down, that would put lots of us older guys in a position that I don't want to think about. I've been working for Baffinland Iron Mines for over 5 years and I'm not ready to give up.

I hope this letter will open some eyes and let Baffinland Iron Mines get this phase 2 up and going.

March 19 2021

Roger Lariviere 11

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# TAB 14

Sheldon White  
Site Services & Housing  
Maintainer

To whom it may concern

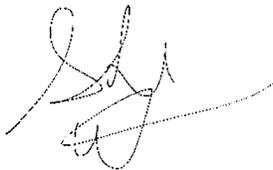
I am writing this testimonial with regards to the pending approval of phase 2, And how the outcome will impact my life and others like me.

I became gainfully employed at Baffinland iron ore mine in September 2015 As a red seal crane operator. During my Time there I've witnessed a lot of changes over the years, better living conditions, health and safety improvements, And numerous others. Since the union has come to site, these things have all improved and have given the certainty in regards to the stability of my employment and compensation I wouldn't enjoy otherwise. I am a proud union steward at the mine.

In the 2+ decades of my career I've worked all over this country and experienced different cultures and the way employers treated employees. Always chasing jobs trying to provide for my family and not knowing from one week to the next where my job will be. Missing all important holidays Christmas, birthdays, anniversaries, graduations etc. Since joining Baffinland I've been blessed to have solid employment And to be able to have a sound home life. I work with such a diversity of people From the north as well as the south from east to west all walks of life. One of the greatest joys of my career working up north, is working with local individuals From the communities Teaching them and showing individuals who want to learn and experience heavy industry who otherwise would never have an opportunity To learn. And with this experience they gain they can take it anywhere they wish in their working career. Also the people of the north can teach us Southerners what it's like to live in the north, To respect the land, respect the animals and each other.

A point I would like to stress is how Baffinland promotes endorses women to expand into the trades or areas of employment usually dominated by males. Since my employment started in 2015 a tremendous amount of females working in the industry again otherwise dominated by males, from driving haul trucks, mechanics, electrical etc. My fear is If phase 2 does not go through there will be a lot of people hurt from the north as well as from Southern Cites and communities and businesses from all over I hope everybody involved in the negotiating will come to an agreement that are mine in the north co-exist peacefully and meet each other's agenda.

I would be happy to answer any questions

A handwritten signature in black ink, appearing to read 'Sheldon White', with a long horizontal flourish extending to the right.

Sheldon White  
992-574-8734

# TAB 15

Stephan Tremblay  
Ship Loader

# Letter for phase 2

To whom it may concern,

## **Positive experience**

Being an employee with Baffinland since February 2017, I can't say enough on how this has been a positive experience for me in many ways. I've made great friends and have grown a lot personally since the beginning of this journey. I've made a positive impact with the locals and always had a big amount of respect for them. I've helped a young individual from Arctic Bay and I had him under my wing for passed 2 years. Since I've met him I shared my skills and knowledge with him. I learnt their language, traditions and culture and he learnt mine. He moved in with me and my family and been family since. This journey has been very interesting for both of us and every day I keep learning more and more. He made a lot of sacrifices in the last two years which paid off enormously a few months ago when he purchased he's very first house in Findlay creek (Ottawa) I am very proud of the impact I made in his life and where he is today. Every year since I started work there has been nothing but challenges, we always work together and make the impossible possible year after year.

## **Phase 2**

It is essential that phase two gets accepted as it is the only way too keep the mine opened and keep on making positive impact to the local communities. It is my understanding that the mine would not be able to operate without phase 2. Closure would be devastating to all employee and local communities.

## **Covid**

The stability of employment is the number one priority for all employees. With stability you have goals and dreams and achieve them. It is important to have the ability to pay your mortgage (rent), to provide for your family and their needs. Being part of this company even tho it is a small piece of the puzzle, it does make a big impact. Since COVID started I've seen a lot of people struggle to make ends meet and find themselves unemployed and looking for jobs that do not exist anymore. Having a hard time providing the needs of their families. I am truly thankful for all the hard work BIM did to make sure we kept everyone safe. From making sure we didn't mix with local, to every protocol in place. There has been a lot of hard work put in place to secure employment and safety of everyone that surround the project.

## **Environment**

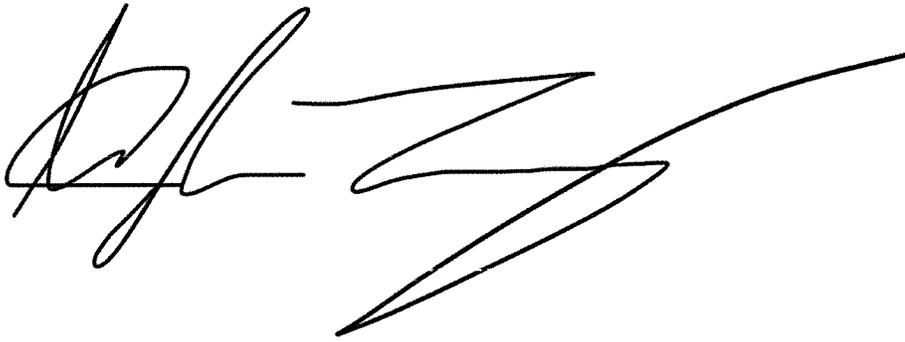
I personally am very aware of the positive impact BIM wants to have with the environment. They are always asking employees what could we do differently or what needs to be addressed to fix any concerns. I believe it is our responsibility as employees to play our part to better the future of the project and make sure we do everything possible to achieve an environment that's safe for all employees and the environment.

## **Commitments**

With the phase 2 proposal there's a lot of positive impact for the local communities and for the future growth of the project. The training and promotional opportunities that BIM are promising and offering are outstanding. These opportunities are very rare and will help so many people, it will educate them and they will grow as individuals with great support. As an individual if phase 2 gets accepted, I will keep

on having a positive impact on all locals, working together towards a safe and better future for everyone.

Stephan Tremblay

A handwritten signature in black ink, consisting of a stylized first name followed by a surname with a long horizontal stroke extending to the right.

# TAB 16

Steve Holt  
Mine OPS & Crushing

My name is Steve Holt and I live in White Rock, BC, which is near Vancouver. I am currently employed by Baffinland Iron Mines at the Mary River mine site. I am a mobile equipment operator at the crusher.

Before my employment at Mary River began 5 years ago, I had been working for many years in a factory near where I live. That factory closed and I was left with no employment at the age of 50. I imagined it would be impossible to replace the wages and benefits I had lost until the opportunity to work at Mary River arrived.

Mary River presented a very unique opportunity that I had never before imagined.

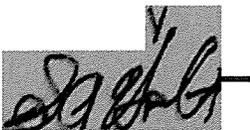
Mary River provides great jobs with an excellent wage and benefit package, all while working alongside people from all over Canada. My wages and benefits have increased since Baffinland and the Union entered into their Partnership Agreement. I now have the certainty of what my wages and increases will be every year, clarity on my hours of work, and confidence that my overall compensation will not be rolled back no matter what the situation.

Every region of the country is represented at the mine and I have learned a great deal about parts of the country I have never been to. Also, with all of the covid-19 protocols the company has put in place, the entire site has remained open during the pandemic with all jobs intact. I like how the employer and union have taken steps to protect the Inuit communities in the area as well.

Due to my employment at this site in Nunavut, I have a new respect and admiration for the many people I have met who live in the villages near the mine site. I now have friends from each of these communities and I have learned a lot about their lives in the north. They face great challenges which we do not have in the south, yet they meet these challenges head on each day with a positive outlook, which I find to be inspirational.

Without the Mary River mine site, I would not have had these experiences or met the many new friends I have. This is why I am so hopeful that Phase 2 will be approved, so that opportunities such as the ones I have had, will be available to many more people in the future. With the increase in scale provided by the Phase 2 expansion, this mine will be viable for multiple generations going forward. Countless thousands of people will have the opportunity to work there and experience what I have been so fortunate to see.

Sincerely,

A handwritten signature in black ink, appearing to read 'Steve Holt', is written over a grey rectangular background.

Steve Holt  
White Rock, BC

# TAB 17

Trevor Hall  
Mobile Maintenance

Hello

As we all are aware of Baffinlands proposal of expanding the Mary River Project to the next level(phase 2) is at a impasse to receive approval for the expansion and the cooperation of the Nunavit Government as well the neighboring communities. As a 6+ years of being employed by Baffinland I have first hand witness the project grow and the benefits to myself, fellow employees, the communities , The benefits to all of our homes, communities and business have all increased by the employment of this company and its partners in this project. With the development of this company and to expanding future, opening new knowledge, training and employment opportunities to all parts of the country as well many of the Nunavit people. The expanded training everyone receives from the large diverse employees and the transfer of knowledge and experiences expand every employee from the newest trained person to the most experienced(you can always learn something and everyone has something to offer). This provides everyone a great knowledge base to grow and learn. This project isn't only a Iron Ore Mine, it is a great resource for everyone to work and live as one, and share not only there culture and heritage but experience that of each other.

As for myself, this is my first mine I have ever worked at. I was new to mining when I came to the Mary River project. I will say I had no idea what to expect. But can say from my experience from the first day I arrived to site till present, this project has made me see the benefits of being here and how very little I have seen but how much iam seeing and learning every day. From learning more about my own country from every part of the country and to the people that live there as well as the rich cultures from each area and from this the Nunavit people and how this project has ,is and will effect them. I can say from my experience and that that has been spoken to me that this project has given may opportunities to many people that they wouldn't of had if this project didn't happen. I myself have been given the chance to help train some Inuit apprentices and help them learn a trade in witch they wanted to learn more. This was a added benefit not only to the \_person I train but to me as I learn to see things from a different view. As there are many Inuit apprentices on site iam sure the same could be said for others. But its more then just working together, training, a job. As we as employees spend so much tie together this company became more then a job, we became a family and everyone's family became ours. It doesn't matter if your from the east coast, west coast, central or north we all inter act and become involve with each other.

Now looking how this mine has benefited myself, this job has given me more quality family time, more freedom to do more with the financial gains to my income and with that as I said earlier with the new Baffinland family ,more places to travel, visit and more. The company has given a greater financial security to all the employees and there families as well a benefit package that most of us wouldn't have with out the company. But more then just that, the invaluable experiences and memories created here at the Mary river project cant and wouldn't be experienced anywhere else.

Looking at the benefits to the Nunivat people and the territory are in so may ways. With the Mary River project it has supplied stable and if the project proceeds and expands a long term opportunities for many of the Inuit people for a very long time which in turn helps each of the communities having those incomes support there growth. Also the training given and offered

to give each person more choices and knowledge in life. This is also in conjunction with the royalties paid to the Nunivut Government from the company in supporting the project. This also shows other companies the benefits of developing industries in Nunivut and how open and willing to work together for the benefits of Nunivut and their companies.

When I first started at Baffinland, my intention was to just try it for 6 months and go back home to work, but now just over 6 years, with all I have experienced I hope to stay and retire here as the culture of this mine is one that is very hard to replace. As I look at this project, it has grown since I started here, yet it has a lot more to do if it is to continue. This project needs Phase 2 and the rail. I understand the impact a rail will have and I see how people reflect to negative views, but I ask them to have an open mind and look at the positive side, I see that it has been referred to that the OHT fleet is getting the ore to the port, and some say we don't need a train. I ask them this, wouldn't it be more effective and environmentally effective and cleaner to the environment to have 3 trains rather than 60+ tractor trailer. The rail would be less traffic than all those trucks, it would be less exhaust in my opinion than all those trucks and more efficient than the trucks. This would also be able to produce more ore, which would be processed in a self-contained building which the crusher would be housed in. This in results would have a far less environmental effect on the land. This is very important to the company and employees to have 0 harm to the environment and which would greatly reduce that. As I see it this company needs to expand in order to get better in so many ways. In regards to the environment, wild life, employees and business. I believe with the moving forward of the rail and phase 2 it will lessen the effects on wild life as there will be less effects from the train than all the ore haul trucks.

Thank you for hearing my view

Trevor Hall

A handwritten signature in black ink, appearing to read 'Trevor Hall', written in a cursive style.

Maintainer(light Vehicle Mechanic)

IUOE Local 793 Baffinland Shop Steward