

## APPENDIX C.3

### SEMWG Meeting Records



February 10, 2020

Mary River Socio-Economic Monitoring Working Group (MRSEWG)

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**RE: Baffinland 2019 Socio Economic Monitoring Report**

Dear MRSWEG Members,

I am writing to you today in follow-up to my email of December 20, 2019 in which I informed the Mary River Socio-Economic Monitoring Working Group (MRSEWG or the Working Group) that Mr. Jason Prno would not be assisting with Baffinland's 2019 Socio-Economic Monitoring Report (SEMR). Baffinland thanks Mr. Prno for his dedication to Baffinland's Socio-Economic Monitoring Program and wishes him the best as he pursues other endeavors.

By way of this letter I am pleased to inform the Working Group that Baffinland has engaged Stratos Inc., a sustainability management consultancy, to develop the 2019 Socio-Economic Monitoring Report. Stratos has experience in socio-economic reporting in Nunavut and has worked with a range of organizations (mining companies, governments, and Institutes of Public Governance) across Inuit Nunangat and other northern regions.

Further, attached to this covering letter is a memo and sample design page which outlines changes to the 2019 Socio-Economic Report. Changes outlined in the attached are geared towards making the report more accessible and reader friendly. These changes will not result in a loss of data and the 2019 Report will continue to comply with Project Certificate #005.

Baffinland looks forward to working with all of you and Stratos in 2020 to complete our 2019 Socio-Economic Monitoring Report. I would welcome the opportunity to connect via teleconference in the near future once you have had a chance to review the attached to discuss any questions or comments.

Sincerely,

A handwritten signature in blue ink that reads "Andrew Moore".

Andrew Moore

Manager, Government Relations and Public Affairs

Baffinland Iron Mines Inc.

C.C. Lou Kamermans, Director, Sustainable Development, Baffinland

Adam Fryer, Stratos Inc.

Stefan Reinecke, Stratos Inc.

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# Baffinland 2019 Socio Economic Monitoring Report

## Recommended updates

This memo outlines recommended updates to the 2019 Mary River Socio-Economic Monitoring Report. This page is accompanied by a sample VSEC page which provides an illustrative example of many of these changes along with light descriptions.

### Focus on plain language

- The addition of light, plain language descriptors of what is meant by each VSEC included in the report (e.g. *Population demographics is about trends and potential impacts surrounding the makeup and movement of peoples from, to and within Nunavut and its communities*).
- Key findings at the front of each VSEC section included and presented in as plain language as possible.

### Use of clear, simple visuals

- Increasing the usage of clear, simple visuals to better communicate trends.
- Visuals will have a consistent look and feel throughout the report and will be augmented by plain language text describing the visual and trend.

### General report organization

- Topic-focused sub-headings (e.g. employee migration) will be included under each VSEC heading (e.g. population demographics), which will then be further split into 'Data and trends' (descriptive) and 'Interpretation' (analysis). This reorganization will allow for easier report navigation, while clearly identifying the difference between trends in data and interpretations of effects.

### Compliance assessment to appendix

- In past reports, the Compliance Assessment – a table consisting of Project Certificate Terms and Conditions and updates on Baffinland's status – have been included at the end of each VSEC section, aligning as best as possible with individual VSECs. We propose 'stitching' these tables together and including a comprehensive compliance assessment (all Socio-Economic Terms and Conditions, 129 – 169) in an Appendix, including hyperlinked concordance to relevant report sections for further details, where appropriate. This will allow for easier compliance assessments (by having all T&Cs in order in one section) while tightening the body of the report to focus on 2019 monitoring results.

### Additional design / accessibility updates

- General report design 'look and feel' updates, including light visual elements such as iconography for each VSEC.
- Use of hyperlinks across document for navigation (e.g. to quickly jump to detailed discussion of a particular indicator from a summary table; jump to source details from a visual).
- Updating numbering scheme such that VSECs are 1 – 12, with sub-sections noted as 1.1, 1.2, 2.1, etc.

**Iconography** for each VSEC to help situate readers and provide a bit of colour.

High-level **EIS prediction** from summary table in EIS Volume 4 to broadly situate predicted impacts in VSEC.

**Topic-focused sub-headings** included under each VSEC which will then be further split into 'Data and trends' (descriptive) and 'Interpretation' (analysis). This reorganization will allow for easier report navigation, while clearly identifying the difference between trends in data and interpretations of effects.

## SAMPLE VSEC PAGE 2019 Mary River SEMR

This page provides an illustrative example of the recommended updates to the Mary River Socio-Economic Monitoring Report.

Feb-2020



### 1 · Population Demographics

Trends and potential impacts surrounding the makeup and movement of peoples from, to and within Nunavut and its communities

**Numbering of VSECs** (starting at 1) for ease of referencing.

Propose this **light VSEC characterization** to aid understanding. Note this may appear elsewhere in final report.

#### FEIS Prediction

"Residual effects arising from in-migration and out-migration are expected to arise due to the Project. At the anticipated levels, however, these effects are not expected to be sufficient to cause adverse effects on demographic stability of the affected communities. Therefore, these residual effects are assessed to be not significant."

#### Key Findings

- Since 2015, a net of one non-Inuit employee/contractor is known to have migrated into the North Baffin LSA
- Since 2015, a net of 13 Inuit employees/contractors are known to have migrated out of the North Baffin LSA
- Since 2015, the percentage of Inuit vs. non-Inuit residents in the LSA has remained relatively constant
- Population numbers continue to increase across the territory, however a decreasing post-development trend in Nunavut annual net migration is currently occurring

**summary of key findings** from each VSEC section – quite brief and similar to the statements in the 'Summary' column of the Summary table from previous reports. We will focus on making these statements plain language.

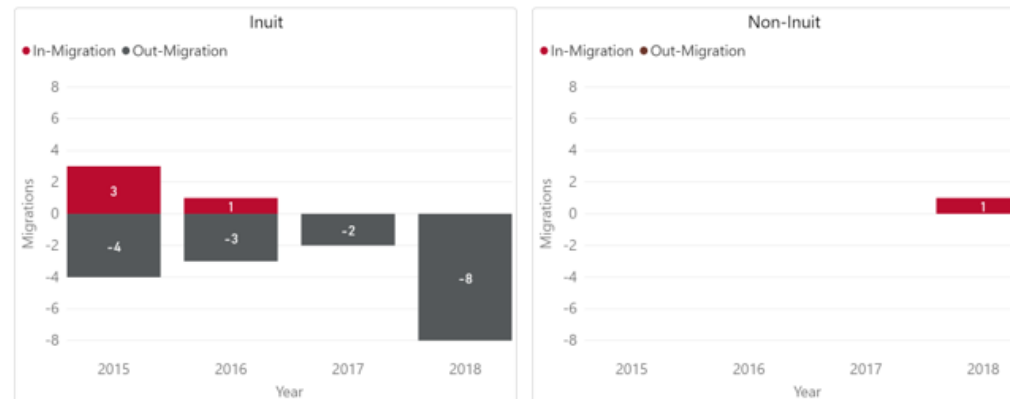
#### 1.1 Employee and Contractor Migration

##### Data and trends

Figure 1 below outlines the North Baffin LSA migrations of employees and contractors.

- **In-migration:** The number of employees and contractors who moved into the LSA
- **Out-migration:** The number of employees and contractors who moved out of the LSA
- **Net migration:** The number of employees and contractors who moved into the LSA minus the number who moved out of the LSA

Figure 1. Known LSA migration of employees and contractors (Inuit and non-Inuit)



Source: (Baffinland, 2019)

##### Interpretation

**Clear simple visuals** to better communicate trends without losing any data. Visuals will have a consistent look and feel and be described by plain language text.

# **Meeting of the Mary River Socio-Economic Monitoring Working Group (MRSEMWG)**

## **Meeting Agenda**

**Date and Time:**

June 24, 2020  
10:00-11:30

**Location:**

Zoom Video Conference

**Chair:**

Andrew Moore, Manager, Government Relations and Public Affairs  
Baffinland Iron Mines

**Minute Keeper:**

Judy Sadler, Executive Assistant  
Baffinland Iron Mines

**Participants**

Robert Bourassa, Qikiqtani Inuit Association  
David Abernethy, Crown Indigenous Relations and Northern Affairs Canada, Government of Canada  
Emily Taylor, Economic Development and Transportation, Government of Nunavut  
Davis Kunuk, Economic Development and Transportation, Government of Nunavut  
Adam Fryer, Stratos Inc, consultant to Baffinland Iron Mines Corporation

### Meeting Agenda

#	ITEM	DESCRIPTION
1	Phase 2 Update	Baffinland will provide an update on the Phase 2 Environmental Assessment
2	2019 Socio-Economic Monitoring Report Overview	Baffinland will provide an overview of its 2019 Socio-Economic Monitoring Report
3	Comments on the 2019 Socio-Economic Monitoring Report	Meeting participants to comment on the report, its findings, methodology, etc...
4	Open Discussion- Questions or Comments to Baffinland	Open discussion on other items of note to meeting participants
5	2020 Socio-Economic Monitoring Report Update	Baffinland to provide an update on preliminary plans for 2020 Socio Economic Monitoring Report



**Mary River Socio Economic Monitoring Work Group Meeting**  
**June 24, 2020 (10:00-11:30 am)**  
**Teleconference**

**Participants:**

Qikiqtani Inuit Association

- Robert Bourassa, IIBA Manager (RB)

Baffinland Iron Mines Corporation

- Andrew Moore, Manager, Government Relations and Public Affairs (AM)
- Adam Fryer, Stratos Inc., Consultant to Baffinland (AF)

Government of Canada (CIRNAC)

David Abernethy, Crown Indigenous Relations and Northern Affairs Canada (DA)

Government of Nunavut (Economic Development and Transportation)

Emily Taylor, A/Manager, EA and Regulation (ET)

David Kunuk, Director, Minerals and Petroleum Resources (DK)

**Meeting Details:**

- Meeting Chair – Andrew Moore, Baffinland
- Note Taker – Judy Sadler, Baffinland

**Meeting Notes**

A. General Update

AM:	<ul style="list-style-type: none"><li>• Meeting Chair sought approval of meeting agenda<ul style="list-style-type: none"><li>◦ All participants approved of agenda.</li></ul></li><li>• Baffinland provide a general update on the following:<ul style="list-style-type: none"><li>• Current operations</li><li>• Impacts to operations of COVID-19</li><li>• Update on Project employment status of Nunavummiut amid COVID-19</li><li>• Overview of PC 005, amendment 003 issued by NIRB June 19</li><li>• Overview of NIRB issued guidance related to annual report review process</li></ul></li></ul>
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1. Phase 2 Update Environmental Assessment

AM	<ul style="list-style-type: none"><li>• BIM working to resolve issues with various groups to move forward with the regulatory processes</li><li>• Continued conversations with NIRB about reconvening Phase 2 hearings at earliest possible opportunity</li></ul>
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## 2. Comments on the 2019 Socio-Economic Monitoring Report

AM	<ul style="list-style-type: none"> <li>• 2019 was an interesting year, BIM achieved 5 years of full operation at Mary River</li> <li>• Provided overview of annual socio economic report executive summary and listed key achievements after 5 years of operations</li> <li>• 2019 developed partnership with Artic Co-operative to provide aviation services with direct benefits that flow to members of Co-op's in North Baffin Communities</li> <li>• BIM achieved an improvement in the overall Inuit work force FTE count</li> <li>• Many improvements to Inuit employment and training were due to some of the many new commitments implemented from the 2018 amended IIBA and Q-STEP Program</li> <li>• 2019 was going well until unfortunate layoff due to economic circumstances created by the delay in the Phase 2 Public hearing in November.</li> <li>• Many important achievements made in 2019 will be impacted by this as evidenced in 2020 reporting</li> </ul>
DA	<ul style="list-style-type: none"> <li>• Noted important partnership of QSETP between QIA, BIM, GN, and GOC</li> </ul>

## 3. Open Discussion with Questions on Slide Presentation or Comments to BIM

AM	<ul style="list-style-type: none"> <li>• Note the increase in Inuit education and training hours from 2018 to 2019</li> <li>• The turnover rate for Inuit and non-Inuit employees has decreased substantially over the last 3 years</li> <li>• There were various factors such as the amended IIBA commitments, enhancement to site HR, increase cultural advisors, among other factors</li> </ul>
DA	<ul style="list-style-type: none"> <li>• Does this turnover rate include contractors?</li> </ul>
AM	<ul style="list-style-type: none"> <li>• This is a challenge, as contractors may have achieved work at another location so it would not be a true measure to included them in this report as "turnover" since in many cases they simply do not work at Mary River but are still likely working</li> </ul>
DA	<ul style="list-style-type: none"> <li>• Is there specific reporting for Inuit contractors?</li> </ul>
AM	<ul style="list-style-type: none"> <li>• Payroll, and training hours includes contractors</li> </ul>
DA	<ul style="list-style-type: none"> <li>• How is headcount calculated?</li> </ul>
AF	<ul style="list-style-type: none"> <li>• We take a snap shot of all employees each quarter and average out for the year</li> </ul>
AM	<ul style="list-style-type: none"> <li>• It was BIM's goal not to lay anyone off, however due to unforeseen circumstances</li> <li>• Big distinction during 2018 and 2019 in Inuit payroll as we improved contractor reporting obligations. Note some communities where employees reside in Nunavut are not listed due to privacy concerns/ data suppression</li> </ul>
AF	<ul style="list-style-type: none"> <li>• \$289 million awarded to Inuit firms in 2019, up from 2018</li> </ul>



AF	<ul style="list-style-type: none"> <li>Human Health and Wellbeing are the most challenging indicators to report on</li> </ul>
AM	<ul style="list-style-type: none"> <li>Drug and alcohol violations at site have gone down; various screening measure have been put into place to drive the numbers down</li> </ul>
DA	<ul style="list-style-type: none"> <li>Could it be that since the staff numbers have increased considerably, therefore the stats show differently? Consider reporting percentage.</li> </ul>
AM	<ul style="list-style-type: none"> <li>Good point. Yes, reporting the percentage could give a good snap shot of that statistic. Will keep in mind for 2020</li> </ul>
AM	<ul style="list-style-type: none"> <li>There has been a steady increased usage of the Family Assistance Plan (EFAP) since 2017; we are not concerned since we have promoted the program, we will continue to monitor the usage closely.</li> </ul>
RB	<ul style="list-style-type: none"> <li>Does this increase of site medic visits reflect the increase in Nunavummiut/ Inuit getting pre-employment medicals before going on site?</li> </ul>
AM	<ul style="list-style-type: none"> <li>The number includes physician assistance visits on site, it does not include pre-employment medicals. The workforce for 2019 was the largest to date and therefore likely cause of overall increase.</li> </ul>
DA	<ul style="list-style-type: none"> <li>How does the physical assistant on site work? What are their abilities?</li> </ul>
AM	<ul style="list-style-type: none"> <li>Baffinland to provide MRSEMWG with a written overview of Physician assistant responsibilities</li> </ul>
AM	<ul style="list-style-type: none"> <li>In 2019, there was an increase in visitors at the Project, increase from 2018; this reflects traffic of hunters and visitors using the Project Area for traditional activities; BIM maintains 2 cabins, 1 is new and 1 has been rebuilt</li> <li>An error occurred in reporting 2018 payroll tax. This error was retroactively corrected in the 2018 report. This was discovered during an intern audit. Details are outlined on page 74 of the annual report.</li> </ul>
DA	<ul style="list-style-type: none"> <li>Confused about conduct of Inuit employee voluntary survey in 2019, can you elaborate?</li> </ul>
AM	<ul style="list-style-type: none"> <li>A survey was conducted in January 2019 for 2018 reporting purposes due to ongoing labour negotiations; it was determined that conducting a survey at the time was not possible. Working on plan currently for 2020 survey.</li> </ul>
DA	<ul style="list-style-type: none"> <li>Employee origin data, looking for specifics broken out by province and other communities, international employees etc.</li> </ul>
AF	<ul style="list-style-type: none"> <li>That was an oversight in the report. Thank you for raising that. Baffinland to provide that data to MRSEMWG by next week.</li> </ul>

DA	<ul style="list-style-type: none"> <li>The indicator summary table in the executive summary seems to have some typos related to the directional arrows showing trends.</li> </ul>
AM	<ul style="list-style-type: none"> <li>Baffinland review this table, it appears to be a TYPO. Thank you for pointing that out.</li> </ul>
DA	<ul style="list-style-type: none"> <li>I would like to formally prepare as a group for the next Phase 2 public meeting. We should discuss the Project Certificate as submitted by Baffinland to NIRB.</li> </ul>
AM	<ul style="list-style-type: none"> <li>I would be happy to respond set something up for us to do just that in a couple weeks. Can everyone respond to me directly with some dates and times that work?</li> </ul>
ET/ RB	<ul style="list-style-type: none"> <li>Yes, that works, we will be in touch with you directly.</li> </ul>
DK	<ul style="list-style-type: none"> <li>What is the Wildlife Compensation Fund and the \$60,000 figure listed in the presentation?</li> </ul>
AM	<ul style="list-style-type: none"> <li>From QIA annual report, expenditures from 2019; BIM does not have details what was spent on, it isn't in the QIA annual report.</li> </ul>
DK	<ul style="list-style-type: none"> <li>Concerns me that the details are not available in the report. They should be there.</li> </ul>
AM	<ul style="list-style-type: none"> <li>Understood, and thank you for the comment. This is an IIBA program and not related to and PC T&amp;C. It is an indicator that we use to report on. However, at the time of the writing of this report the details about the compensation claims were not available from QIA unfortunately.</li> </ul>
DA	<ul style="list-style-type: none"> <li>I see a reference in the report to the Mine closure working group with QIA. Is this continuing will socio-economic be considered here?</li> </ul>
AM	<ul style="list-style-type: none"> <li>Yes, that will happen. As this develops information will be shared with this group.</li> </ul>
DA	<ul style="list-style-type: none"> <li>PC T&amp;C 162- can you explain how Baffinland adds community feedback into overall changes to management plans on an annual basis.</li> </ul>
AM	<ul style="list-style-type: none"> <li>We have several working groups, specifically the MEWG and TEWG. These include community representation. Management plans and associated monitoring programs are discussed in detail at these groups.</li> <li>Further at the Annual Project Review Forum, Baffinland present information about management plans. This is an IIBA requirement, suggest could get more inform from reviewing report for the annual forum which can be found on QIA website.</li> <li>Certainly at BIM community meetings we also discuss management of operations and try our best to incorporate any feedback associated with specific management plans.</li> </ul>

#### 4. 2020 Socio-Economic Monitoring Report Update

AM	<ul style="list-style-type: none"><li>• We have started gathering data for 2020</li><li>• It is our goal to find a long-term vendor for 3-5 years and to have a contract in place by November-December 2020; tender process will go out to Inuit contractor first based on IIBA requirements</li><li>• We are looking forward SEMC meeting in 2020</li><li>• We have seen some improvements in the report with report information, making report accessible</li><li>• Our goal is to produce an additional smaller report, more reader friendly in 2020 and beyond, once we are out of the regulatory process.</li></ul>
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## Introduction

The following provides information in response to several questions asked by Mr. David Abernethy, CIRNAC, during the June 24, 2020 meeting of the Mary River Socio-Economic Monitoring Working Group (MRSEMWG).

Questions related to Baffinland's deployment of "Physician Assistants" at the Mary River Project. For question context refer to the approved MRSEMWG meeting minutes from June 24, 2020.

### **1. Is there a legislated requirement that Baffinland employ medical personal i.e. physician assistants? If yes, what legislation/regulation provides this requirement?**

The Nunavut Mine Act states that under Schedule 3.1 that any operating mine site with greater than 60 employees must have a First Aid Attendant onsite with the following qualification: *medical professional, including a doctor, nurse, paramedic, or emergency medical technician, who is currently certified or registered by a Canadian jurisdiction and holds a current St. John Ambulance Advanced First Aid Level 2 Certificate or a Canadian Red Cross First Responder Certificate.*

Having said that, there are currently no legislative requirements regulating the practice of any pre-hospital providers in Nunavut, including Physician Assistants (PA). Legislation does exist in Manitoba, Ontario, New Brunswick, Alberta, and British Columbia, however, provincial legislation varies widely regarding how they regulate PAs.

The Canadian Association of Physician Assistants (CAPA) is the only national association that provides certification and continuing education for PAs. While it is not a requirement for practicing PAs to join CAPA, Baffinland only employs PAs that are members of CAPA. PAs require several years of training and clerkship in Family Medicine, Emergency Medicine, Surgery, Psychiatry, and Women's Health. Additionally, Baffinland PAs exceed the First Aid or First Responder certification as they hold qualifications either in International Trauma Life Support (ITLS) or Advanced Trauma Life Support (ATLS). Given their medical expertise and broad scope of practice, PAs are the ideal practitioner for working in remote mine sites in which expertise in primary care, occupational health/safety and the emergency management of workers is required.

### **2. Describe in greater detail the role of the Physician Assistant. What medical activities are they allowed to carry out without a physician present?**

The Physician Assistant's scope of practice is regulated through the Canadian Association of Physician Assistants (CAPA) ([www.capa-acam.ca](http://www.capa-acam.ca)). Attached is a copy of the scope of practice as it is extensive.

### **3. Please explain when and how a Physician Assistant may call upon the services of a Medical Doctor to assist in review of symptoms or cases at the mine site?**

The Physician Assistant in certain circumstances shall consult the company's Nunavut licensed Medical Director by telemedicine 24/7 and 365-days a year. Such circumstances may be a patient's condition is not improving, healthcare requirements such as diagnostic imaging (CT scan) or the need for a Specialist Physician have exceeded the ability to treat a patient onsite, and activation of the air ambulance services.