



www.iuoeocal793.org

International Union Of Operating Engineers

Local 793

2245 SPEERS ROAD OAKVILLE ONTARIO L6L 6X8 T 905.469.9299 F 905.469.3007

Mike Gallagher
BUSINESS MANAGER

Joe Redshaw
PRESIDENT

Via email: info@nirb.ca

August 11, 2022

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

Dear Madame Chair:

**RE: Baffinland Iron Mines Corp. – Production Increase Proposal Renewal
NIRB File No.: 08MN053**

Thank you for permitting the International Union of Operating Engineers, Local 793 (“IUOE, Local 793”) the opportunity to provide submissions on the Production Increase Proposal Renewal project proposal (“PIP Renewal Proposal”).

Since April 2019, Local 793 has been the legal representative of approximately 1,000 production employees working at Baffinland’s Mary River Mine. Approximately 200 of these production employees are Inuit and reside in the Qikiqtani Region of Nunavut. Other workers come from all across Canada to work at the mine. As their union, our primary responsibility to all these employees is to protect their employment and their welfare at and through their work.

On behalf of our members, we support the PIP Renewal Proposal. Granting of the PIP Renewal Proposal is consistent with the mandate of the NIRB. The socio-economic impact of denying the PIP Renewal Proposal would be overwhelmingly negative for Nunavut and especially the impacted communities.

I. The Mandate of the NIRB and the Importance of Economic Reconciliation

In preparing this submission we have worked to ensure that our comments are relevant to your mandate.

The mandate of the NIRB is to protect and promote the existing and future well-being of the residents and communities of Nunavut, together with the eco-systemic integrity of the Nunavut Settlement Area. You assess both the bio-physical and the socio-economic impact of proposals.

IUOE, Local 793 believes it is important that the NIRB also takes into account how its recommendations and decisions stand either to advance – or set back – Call to Action #92 and the goal of economic reconciliation, as set out by the Truth and Reconciliation Commission:

“...Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects...”

Local 793 acknowledges that there are many factors, including eco-systemic and technical factors which must be weighed by the NIRB. We leave the eco-systemic and technical factors to other informed parties to comment on.

As the representative of workers, and a party to the collective agreement with Baffinland, we are directly and immediately involved in the economic and social impacts of changing the levels of production and employment at the mine.

The NIRB stated in its May 2022 decision on Baffinland's Phase 2 Development Proposal that: "the significance of potential positive economic benefits is one factor considered by the Board but is not determinative."

The current PIP Renewal Proposal, however, is significantly different than the Phase 2 Development Proposal. The current proposal is for a fixed time period until the end of the current year only; it seeks to maintain a status quo rather than introduce new risks; and involves, if denied, the immediate end to concrete economic benefits on which members of the community currently rely.

Unlike the Phase 2 Development Proposal, the current decision does not involve an assessment of potential but as yet unknown future benefits. It is rather an issue, the determination of which, may result in very specific and immediate harm. In the context of mass termination of employment of hundreds of Inuit and other workers, the socio-economic factor must be, in this assessment, if not determinative, then given significant weight.

It is our understanding that Baffinland is one of the largest private sector employers in Nunavut and roughly 23% of Nunavut's GDP came from Baffinland's mining operation in 2019. Given this information, a negative or delayed decision by the NIRB will likely drive this employer out of the territory, and as a result, will effectively remove all opportunity for building a respectful relationship and promoting Inuit involvement in this economic development process. In our view, removing the mine from Nunavut removes all possibility of economic reconciliation in relation to this project.

II. The Mandate of IUOE, Local 793

A key priority of IUOE, Local 793's mandate is to protect and promote existing and future jobs and the well-being at and through their work of the individuals we represent.

An important goal of IUOE, Local 793 is also to be a positive participant in economic reconciliation. We take equitable access to jobs, training, and opportunities very seriously. Current and ongoing employment opportunities at Baffinland is a positive and significant way to ensure that our Inuit members living in the Qikiqtani Region are able to play a meaningful role in the economy of Nunavut.

We are proud of our role and relationship with many Inuit workers in Nunavut. For those that have pursued a career at the Mary River Mine, we continue to act as a resource and support in all matters relating to their employment. We are a member-driven organization and rely heavily on interaction and support of our members in identifying the issues that are important to them.

Our primary responsibility as the trade union representing all production employees at the Mary River Mine is to facilitate their coming together collectively to have their concerns and issues heard and addressed, so their interests have a clear, loud voice. This is achieved by our union

representatives listening to employee concerns and comments in order to fully understand their views.

We have participated and assisted our members to participate in the recent NIRB assessment of the Phase 2 Expansion Proposal. Our first written submission dated April 9, 2021 (Click here: [English](#) | [Inuktitut](#)) and the video of our members speaking which we submitted at that time (titled: Our Inuit Voices Matter – Supporting Baffinland’s Phase 2 Expansion) can be accessed by clicking [HERE](#). A transcribed version of the video is also on the NIRB public registry. We continue to rely on these two submissions and ask that the NIRB consider them as well in its assessment of this PIP Renewal Proposal.

We are aware that the hearing process in respect of the PIP Renewal Proposal is being undertaken on an expedited basis, and the opportunities for impacted individuals to speak before the NIRB and submit materials is extremely limited. This written submission and the attached statements from 59 Inuit workers at the Mary River Mine permits their viewpoints to be taken into account.

III. The Voices of Inuit Workers at Baffinland’s Mary River Mine

During our two and a half years as the authorized bargaining agent for Baffinland’s production employees, we have heard many positive accounts from Inuit employees concerning the impact of their work at the mine on their families and their lives within their home communities. We have witnessed, firsthand, the opportunities for training and leadership that many of these workers have been able to access.

As noted above, Inuit workers have recently provided us with their own written accounts and reasons as to what they believe the socio-economic benefits of the continued operation of the mine are for them and their communities.

Below is a summary of the key points made by Inuit workers at the mine as they pertain to the factors relevant to the NIRB’s determination.

A) PARTICIPATION IN ECONOMIC OPPORTUNITIES

In their feedback to us, Inuit workers at the mine have spoken with a unified voice about the advantages of training, skills acquisition, and career development. These are advantages that they believe have accrued to them through their experience of being at work at the mine and which will be in jeopardy if the mine is unable to continue operating. Some relevant statements include:

- *“I have had the opportunity to train in the Heavy Equipment Operator course put together by the Qikiqtaaluk Innu Association, Baffinland and the International Union of Operating Engineers, Local 793. Prior to this training, I had not a lot of opportunities for career development other than seasonal construction in my home community...Since the HEO training, Baffinland has hired me to work in the mine operations department as a full-time employee. This has added value to my career and opportunities to date.”* (Albert Aglak, Pond Inlet)
- *“It gives me the opportunity to get training on more equipment.”* (Jenna Anguratsiaq, Sanirajak)

- *"It's providing me a job and a chance to become a tradesperson. Also, it provides opportunities for the people of Nunavut, certain jobs such as Millwright, Welder, Heavy Duty Mechanic, Electrician, Machinist, etc."* (Timosie Arnaqjuaq, Arctic Bay)
- *"The company hires many people that I know and we all benefit from it. We do not have enough opportunities in the local communities that give the Nunavumiut the training and continuous learning in industrial settings."* (Albert Aglak, Pond Inlet)
- *"Get us better jobs, get us more training don't let us have boring jobs for Inuits, get apprintists going more so we can have more fun working here at Port Mary"* (Jason Qupee, Arctic Bay)

B) FINANCIAL COMPENSATION

Inuit workers have also spoken with a clear view on the vital importance of the income they earn through working at the mine. They have all shared the sharp improvement in their life by having a steady good income and the reliance they and their families have on this income. In short, Inuit workers employed at the mine have a pathway to becoming more self-sustaining and self-reliant:

- *"I support my family...(this is) good for steady income for me and my family."* (Tobie Sangoyak, Pond Inlet)
- *"My people need to make money to support their family and to our young people too"* (Jayco, Igloolik)
- *"(if Baffinland does not receive the 6 million tonne permit) ...the families of Baffinland are at risk of losing their financial security!!! which in turn means losing their housing...food on the table."* (Bernard Choquette, Iqaluit)
- *"The income is very helpful to buy expensive foods."* (Joshua Alorut, Igloolik)
- *"It provides jobs for the people of Arctic Bay, steady income, a future for me and my family. We need jobs for the next generation."* (Jamie Ogallak, Arctic Bay)
- *"Helps put money back in my community."* (Marilyn Ikeperiar, Hall Beach)

C) CULTURAL WELL-BEING

Inuit workers have also made it known to us that they do **not** feel that their work at the mine requires them to make a choice between economic opportunity and maintaining their culture.

Rather, they have talked about how the economic benefits flowing from their work have enhanced their ability to remain close to the land and preserve their involvement in traditional harvesting:

- *"Lots of locals need income so they can buy hunting stuff."* (Salmo Inutiq, Arctic Bay)

- *"The income is very helpful to buy [...] other needs such as hunting equipment."* (Joshua Alorut, Igloodik)
- *"I [...] get what we need for going out hunting."* (Helen Issigaitok, Arctic Bay)
- *"I want to get hunting equipment, and supplies and support my family."* (Necko Areak, Pond Inlet)
- *"I enjoy being able to be independent and have hunting gear such as snowmobiles and everything else needed for me to be a reliable hunter....the company helps with search and rescue when required and has built an emergency landing strip."* (Albert Aglak, Pond Inlet)

Far from experiencing corrosive effects on culture and family and community relationships, Inuit workers employed at the mine have expressed a clear message concerning the advantages of working closely together with both family and friends:

- *"I get to reunite with my distant family and friends"* (Levi Kautaq, Sanirajak)
- *"I get to work with my family on site."* (Mark Tigullaraq, Pond Inlet)
- *"I like to work here with friends and family."* (Amy Kippomee, Pond Inlet)
- *"An opportunity to work with family."* (Annie Qaunisq, Iqaluit)

D) SOCIAL AND PERSONAL WELL-BEING

In addition to providing an opportunity to work directly with others from their families and home communities, the relationships with workers from other parts of the country has also been voiced as a valued benefit:

- *"It's good to meet new people. I like my job. Good people to work with."* (Peter Asnatsiaq, Igloodik)
- *"I really like my job. This mine is like family to me. I have many new friends."* (Hary Keyookta, Clyde River)
- *"I like my job. We work together, we help each other like family here."* (Joseph Taquragaq, Igloodik)
- *"I would like to keep my job. I make new friends, and my co-workers are now like brothers to me."* (Tobie Sangoyak, Pond Inlet)
- *"I have friends here. I enjoy working."* (Darlene Croxen, Arctic Bay)

The NIRB has consistently encouraged members of Inuit communities to make their voices heard in all of the various stages of the assessments that are undertaken with respect to a given proposal.

The NIRB has noted that “public participation is essential for an open, honest and balanced review process”, and that decision making must occur through discussion and consensus.

IUOE, Local 793 urges the NIRB to carefully consider the views and comments from the workers at the mine – who support the approval of the PIP Renewal Proposal – and ensure that their voices be taken into central consideration in the pending assessment process.

IV. What is at Stake in the Assessment of the PIP Renewal Proposal

Local 793 has over 100 years of experience in representing workers in collective bargaining and in negotiating improved working conditions, better wages, and pension and benefit plans. Throughout this period, we have also gained valuable experience in working with thousands of employers and in developing an understanding of the business side of work. A key aspect of our role as a trade union is appreciating and assessing economic dynamics and the real impact of regulatory and governmental decisions on commercial enterprise.

Through this vast experience, Local 793 recognizes that the stakes are critical in the NIRB’s adjudication of the PIP Renewal Proposal and in the governmental decisions that issue thereafter.

As you are aware, on July 31, 2022 Baffinland sent termination notices to over 1,100 employees employed at the Mary River Mine. Baffinland has explained to us its business reasons why, if it is not able to operate with the higher output provided for under the PIP Renewal Proposal, it must “rescale its operation”. We understand this means stopping production at the mine and putting it in a care and maintenance mode with minimal workers employed. This will result in the massive long-term loss of jobs and the associated benefits for workers currently at the mine.

We are aware that there are some parties which have voiced concerns or skepticism about the genuine nature of Baffinland’s statements about shutting down the mine. The fact that over 1,100 termination notices have now been issued leaves little doubt that we must all take the ongoing and future operation of the mine very seriously.

From decades of experience, we have encountered employers overstating their economic concerns. However, it is also our experience that the denial of permits and limits on production are legitimate impacts on businesses that cause widespread layoffs and terminations of our members. Further, in all our history, we know that the issuance of actual notices of termination is not a step taken by employers lightly or where termination is not actually imminent. In our world of labour relations, the issuance of termination notices is one of the most serious steps an employer can take. No employer, and particularly not an operation as complex and labour intensive as the Baffinland mine, can continue to operate without a reliable skilled workforce. Although Baffinland has stated that it may rescind the notices of termination should matters change, we know from speaking to our membership that many workers have already opted to leave and seek other more secure employment rather than wait for termination. In short, the issuing of termination notices has already caused itself a level of irreparable harm through the loss of skilled workers who are in high demand throughout the country. This will only increase as professional recruiting companies continue to reach out to hire those who are uncertain of their future at the mine.

It is clear that our members working at the mine, including our Inuit members, take very seriously Baffinland's assertions that it may go into long term shut down. When assessing the socio-economic impact of the PIP Renewal Proposal, it is crucial to appreciate that our members view it in terms of loss of work at the mine as a whole. It is in this light as well that we would urge the NIRB to consider the socio-economic impact and give this important factor significant weight in its assessment.

V. Participation and Empowerment of Inuit Workers

The NIRB has frequently emphasized that its process is intended to provide all interested parties with their chance to speak directly to the Board and to say what they think about a given project, its impacts, and its benefits.

The NIRB has made it clear that community input is a priority and the review process takes the opinions of Elders and community members very seriously and respects Inuit oral communication. On behalf of our membership, and especially our Inuit members who have the most to gain and the most to lose, IUOE, Local 793 urges the NIRB to give careful attention to their views expressed in the 59 attached letters and their unanimous support for the approval of Baffinland's PIP Renewal Proposal.

The bottom line for our Inuit members working at the mine is that the socio-economic aspect is paramount to them. This is perhaps best illustrated by our member Bernard Choquette who commented in the Our Voices Matter video as follows:

"What I would tell them [the NIRB] is to keep us employees, Inuit employees, people from across the country, to keep us in mind, because this is helping a lot of people in more than one ways. Keep the people in mind. Keep the environmental aspect of it in mind, of course, absolutely. But at the end of the day, I'll say it again, it's food on the table. It's, it's your rent money at the end of the month, you know? It's a lifestyle. It's having a healthy comfortable life."

Sincerely,



Michael Gallagher
Business Manager

c.c. The Right Honourable Justin Trudeau – Prime Minister of Canada
The Honourable Chrystia Freeland – Deputy Prime Minister and Minister of Finance
The Honourable Daniel Vandal, P.C., M.P. – Minister of Northern Affairs
The Honourable Joyce Murray, P.C., M.P. – Minister of Fisheries, Oceans and the Canadian Coast Guard
The Honourable Jonathan Wilkinson, P.C., M.P. – Minister of Natural Resources
The Honourable Omar Alghabra, P.C., M.P. – Minister of Transport
The Honourable Steven Guilbeault, P.C., M.P. – Minister of Environment and Climate Change

The Honourable Carla Qualtrough, P.C., M.P. – Minister of Employment, Workforce Development and Disability

The Honourable Seamus O'Regan Jr., P.C., M.P. – Minister of Labour

The Honourable Anita Anand, P.C., M.P. – Minister of National Defence

Brian Penney – CEO, Baffinland Iron Mines Corp.

Olayuk Akesuk – President/Vice-President – QIA

Karen D. Costello – NIRB

Tara Arko – NIRB

Cory Barker – NIRB

Lionel Railton – Canadian Regional Director, IUOE

Attach.

Hello,

My name is ^{number 4316851} ADAMEE AUSTOAT. I live in CHOE RIVER, Nunavut.

I work at Baffinland in the Power Gen department. I've been employed at Baffinland's mine since 2019.

It is important to me that Baffinland gets their 6 million tonne permit because:

I Don't Be laid off, I Don't want to
be on welfare, I Can get training
while working at Baffinland

I would like to say to the QIA that:

Please Approve The 6 million tonne Permit,
And my Voice Should matter

Date: July 6 / 2022

Signature: Adamee Austoat

To Whom it May Concern;

I have had the opportunity to train in the Heavy Equipment Operators course put together by Qikiqtaaluk Inuit Association, Baffinland, and International Union of Operating Engineers Local 793.

Prior to this training I had not had a lot of opportunities for career development other than seasonal construction in my home community. As well as Exploration for the mine which was also seasonal. This did not provide much money or value for myself and my family.

Since the HEO training Baffinland has trained, and hired me in to work in the mine operations department as a full time employee. This has added value to my career and opportunities to date. I enjoy the help me provide for my family and community; that I would not be able to do if I wasn't working for Baffinland. I enjoy being able to be independent and have hunting gear such as snowmobiles and everything else needed for me to be a reliable hunter. The confidence and education I am receiving from the company has added to my life that makes a huge difference in my pride. This has enriched mine, and my families lifestyle.

If I lose my job with the company than I will not be able to provide as I do, and I will lose my equipment as I am still making payments for these things. The company hires many people that I know and we all benefit from it. We do not have enough jobs in the local communities that give the Nunavumiut the training and continuous learning in the industrial settings.

I also know that the company helps with search and rescue when required, and has an emergency landing strip that wouldn't be here if the company isn't running.

Regards,
Albert Aglak



Aug. 09, 2022

Hello,

My name is Amanda. I live in Arctic Bay, Nunavut.

I work at Baffinland in the QIL department. I've been employed at Baffinland's mine since May.


It is important to me that Baffinland gets their 6 million tonne permit because:

it will keep me employed. It supports
my income and two families back
home. The hours and pay are no compare
as the jobs back home. Baffinland
is a great place to work for, many
inuit learn things that would never be
taught in communities.

I would like to say to the QIA that:

Not much opportunity are
There arent much job opportunities,
and that makes it difficult to get
a good paying job to support the
people you love. I think Baffinland has/is
helping plenty families in Nunavut. It
helps pay for things that arent affordable
with compared to working as a cashier
back home. Because of this ive bought
home appliances I wouldnt be able to
afford as a cashier.

Date: July 31 2022

Signature: 

Hello,

My name is Amy Kipponee. I live in Pond Inlet, Nunavut.

I work at Baffinland in the warehouse department. I've been employed at Baffinland's mine since Dec 8, 2021.

It is important to me that Baffinland gets their 6 million tonne permit because:

~~Yes~~ I like to work here with friend and family
I get to see more
I have steady employment, I get training,
and it hard to find jobs back home

I would like to say to the QIA that:

my voice matters and I would like you to
listen to me and my family to approve the
6 million tonne permit

Date: Jan 6 / 22

Signature: Amy Kipponee

Hello,

My name is Amy S. Paumariaq. I live in Iqaluit, Nunavut.

I work at Baffinland in the site ^{services} surface department. I've been employed at Baffinland's mine since Dec-3-2021.


It is important to me that Baffinland gets their 6 million tonne permit because:

So we can be employed for future.

I would like to say to the QIA that:

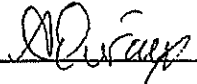
I like working on site, it keeps me busy, also helps me and my family. so i wish this job can be around until my child is old enough to work up there too.

Date: 25 July 2022

Signature: 

Assistance note:

I, Amy S. Paumariaq confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: 

Hello,

My name is Andrew QAAATSIK. I live in SANIRATUK, Nunavut.

I work at Baffinland in the CRUSHER department. I've been employed at Baffinland's mine since 2018.

It is important to me that Baffinland gets their 6 million tonne permit because:

I have a job AND provide a income for me and my family
I wouldn't be able to have a job the same as here
back home.

I would like to say to the QIA that:

I want my voice to be heard.
and have a choice in my future.

Date:

July 8 / 2022

Signature:

Andrew Q.

Hello,

My name is Andrew UYARAKK. I live in Iqloolik, Nunavut.

I work at Baffinland in the Site Services department. I've been employed at Baffinland's mine since 4 years.

It is important to me that Baffinland gets their 6 million tonne permit because:

It a good job here

It provides for my family

I would like to say to the QIA that:

I like to keep this job, There not
much work at home.

Date: Aug 12/22

Signature: Andrew Uyarakk

Assistance note:

I, Bobby Currie confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: [Signature]

Hello,

My name is Andy Alooloo. I live in Arctic Bay, Nunavut.

I work at Baffinland in the QIL department. I've been employed at Baffinland's mine since 2021.

It is important to me that Baffinland gets their 6 million tonne permit because:

So I Can Support myself And my family
have money for A future for my Daughter
I Really like my Job and would like to keep it.

I would like to say to the QIA that:

I want Be heard.
my Voice Should matter.
I Am part of The Nunavut and Should have A say

Date:

Jan 8, 22

Signature:

Andy Alooloo

Hello,

My name is Annie Qavutiq. I live in Iqaluit, Nunavut.

I work at Baffinland in the Oil House Keeping department. I've been employed at Baffinland's mine since 1st Rotation.

It is important to me that Baffinland gets their 6 million tonne permit because:

Provides a income for me and my family
A opportunity to work with family.
Steady future employment.
Bring's money Back to my Community

I would like to say to the QIA that:

I would like my voice heard.
I would like to have a future at the mine.

Date:

July 8/22

Signature:

Annie Qavutiq

Hello,

My name is BERNARD CHOCUETTE. I live in IQALUIT, Nunavut.

I work at Baffinland in the MINE OPS. department. I've been employed at Baffinland's mine since JULY 2019.

It is important to me that Baffinland gets their 6 million tonne permit because:

THIS JOB IS IMPORTANT TO ME AND MY FELLOW WORKERS;
ESPECIALLY LOCAL COWORKERS. I AM TRULY GREATFUL TO BE
WORKING IN SUCH A WELCOMING & FRIENDLY ENVIRONMENT
WITHOUT MY EMPLOYMENT @ BAFFINLAND... I'M NOT SURE
WHERE I WOULD FIND A STEADY INCOME THAT SUPPORTS.
SUCH AN EXPENSIVE COST OF LIVING, AFTER RECEIVING
OUR LETTER OF TERMINATION... WE'VE ALL BEEN WORRIED
ABOUT WHERE / WHAT WE WILL BE DOING IN THE
NEAR FUTURE.

NOT GETTING THE 6 M. PERMIT IS NO GOOD NEWS!

I would like to say to the QIA that:

THE FAMILIES OF BAFFINLAND ARE @ RISK OF
LOSING THEIR FINANCIAL SECURITY!!!

WHICH IN TURN MEANS LOSING THEIR

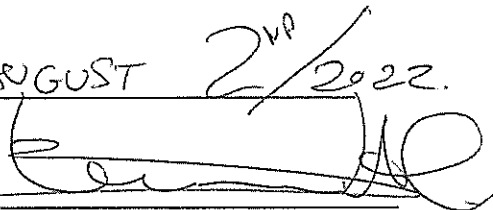
HOUSING ... FOOD ON THE TABLE ...

THE LOCAL EMPLOYEES ARE DEFINITELY TO BE
TAKEN INTO CONSIDERATION!!

Date:

AUGUST 2ND / 2022.

Signature:



Hello,

My name is Bruce QAYAQ. I live in Clyde River, Nunavut.

I work at Baffinland in the mine ops department. I've been employed at Baffinland's mine since 3 weeks.

It is important to me that Baffinland gets their 6 million tonne permit because:

I like my job here and people to work with
I like to have a good income for me and
my family
There are jobs in Clyde River and I have
opportunities here at Baffinland.

I would like to say to the QIA that:

you should listen to everyone,
my voice should matter

Date:

8 Aug 11/22

Signature:

8 Bruce Q

Hello,

My name is Bruno Immarruto I live in Iqloolik, Nunavut.

I work at Baffinland in the QIL-trailer janitor department. I've been employed at Baffinland's mine since 2019.

It is important to me that Baffinland gets their 6 million tonne permit because:

It helps Baffinland have more jobs for
people from other communities.

I would like to say to the QIA that:

I want it approved and to listen to my
voice.

Date: July 15, 2022

Signature: Bruno Immarruto

I, Dāveen Lidstone, confirm that, at their request, I assisted the above-noted individual, whose name and signature appear above, by writing into this form where necessary exactly the words used by that person. The person reviewed the accuracy of their response before signing.
Dāveen Lidstone

Hello,

My name is Chord Pamiarsutluk. I live in Saivajuk, Nunavut.

I work at Baffinland in the Oil department. I've been employed at Baffinland's mine since 30 Sept 2020.

It is important to me that Baffinland gets their 6 million tonne permit because:

I like the income, provide my family with food and clothes,

I would like to say to the QIA that:

I want the 6 million tonnes ~~per~~ to be approved, you we're listening to other others ~~and~~ in the community. Please listen ~~to~~ us

Date: July 14 2022

Signature: Chord Pamiarsutluk

Hello,

My name is Charlie Oulitaki live in Iqloole, Nunavut.

I work at Baffinland in the BIM department. I've been employed at Baffinland's mine since my first here

It is important to me that Baffinland gets their 6 million tonne permit because:

It would create more jobs for the whole community.
a lot of people in community complains that there's not
enough jobs available, but if phase 2 was approved, there would
be more training for each community, and I have a
feeling it would help each community build better
future in what community needs.

I would like to say to the QIA that:

Phase 2 should be approved cause it would help them
to build better future for community, not just to Iqloole
To the whole community. everytime there is need
for anything for the community, ever little
smaller community are always left out. Phase
2 is way to go cause it brings income to our
community.

Date: July 15 2022

Signature: Charlie

Hello,

My name is Connie ARVALUK. I live in Savirayak, Nunavut.

I work at Baffinland in the mine OPS department. I've been employed at Baffinland's mine since 5 years.

It is important to me that Baffinland gets their 6 million tonne permit because:

Savirayak is a small community with very
little job, here it provides a income for me
and my family that is very important to me.

I would like to say to the QIA that:

my voice should matter.
I like to work here and I should have a
choice

Date:

Jun 10/22

Signature:



Hello,

My name is Darlene Croxson. I live in Arctic Bay, Nunavut.

I work at Baffinland in the Site Services department. I've been employed at Baffinland's mine since 2020.

It is important to me that Baffinland gets their 6 million tonne permit because:

Provides money for me and my family
I have friends here
I enjoy working

I would like to say to the QIA that:

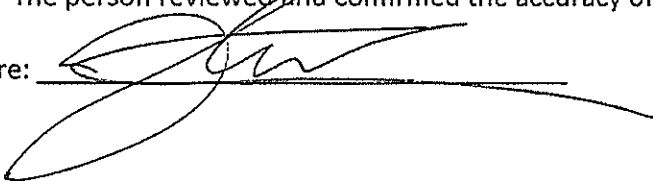
my voice should matter.

Date: Jan 14/22

Signature: Darlene Croxson

Assistance note:

I, Bobby Curie confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: 

Hello,

My name is Darren Apak. I live in Saringak (HB) Nunavut.

I work at Baffinland in the QIL 3rd Cook department. I've been employed at Baffinland's mine since 2015.

It is important to me that Baffinland gets their 6 million tonne permit because:

I don't have any job at home and I like working
in the kitchen and learn more cooking here
there's no cooking opportunities in my
home town I get more opportunities here at
Baffinland and meet new people and learn
more with new people

I would like to say to the QIA that:

I still want this job to continue
I don't want to get laid off and support
family back home

Date: July 14 2022

Signature: Darren Apak

Hello,

My name is David. A. I live in IGLOOLIK, Nunavut.

I work at Baffinland in the Kitchen department. I've been employed at Baffinland's mine since about 2014.

It is important to me that Baffinland gets their 6 million tonne permit because:

I know there would be more
jobs available for local Inuit
and maybe even more training if
its ~~available~~ available, so that we
can keep our job maybe even improve.

I would like to say to the QIA that:

Let the phase two or whatever
to go again. It means will get to
keep or extend the job we have, some
of us want more training

Date: 15/07/22

Signature: David A

Hello,

My name is David Akcarok. I live in Sanicajak, Nunavut.

I work at Baffinland in the Mobile Maint department. I've been employed at Baffinland's mine since 2021.

It is important to me that Baffinland gets their 6 million tonne permit because:

At back home there's not job oportunities
small town its hard to find a job
so Baffinland got me a job im proud of it
& i support my family, thanks for Baffinland.

I would like to say to the QIA that:

I don't want QIA to ignore what I SAY.
I want them to hear ME.

Date: July 14, 2022

Signature: David Akcarok

Hello,

My name is Doyle Kuklik. I live in Sanikililak, Nunavut.

I work at Baffinland in the Site Services department. I've been employed at Baffinland's mine since July-2022.

It is important to me that Baffinland gets their 6 million tonne permit because:

At the moment phase 2 is on hold, and yes if we or Baffinland
gets to the level of shipping 6 million tonnes or (half 6 million)

I would like to say to the QIA that:

If 6 million tonnes would give more career opportunities
from both coming from South to come up here to work
and for a local Inuit as well, (More career opportunities)

Date: July-25-2022

Signature: Doyle Kuklik

Assistance note:

I, Doyle Kuklik confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: Doyle Kuklik

Hello,

My name is Felicia. I live in Hall Beach, Nunavut.

I work at Baffinland in the QIC department. I've been employed at Baffinland's mine since 2015.

It is important to me that Baffinland gets their 6 million tonne permit because:

I like working there
Provide money and good life for
me and my family

I would like to say to the QIA that:

my voice should matter and be heard.

Date: _____

Signature: Felicia Nuvlaq

Hello,

My name is Harry Keyookta. I live in Clyde River, Nunavut.

I work at Baffinland in the QIL department. I've been employed at Baffinland's mine since 6 years.

It is important to me that Baffinland gets their 6 million tonne permit because:

I have 7 Kids AND This Job is important to me
to provide for them.

I Really like my Job, This mine is like family to
me, I have many new friends

I need This Job to have A life for me and my
Kids.

I would like to say to the QIA that:

I would like to have a Say in my
future.

my Voice should matter as Local worker
AT The mine.

Date:

July 9/22

Signature:

Harry Keyookta

Hello,

My name is Helen Issigaitok. I live in Arctic Bay, Nunavut.

I work at Baffinland in the mine ops department. I've been employed at Baffinland's mine since 2018.

It is important to me that Baffinland gets their 6 million tonne permit because:

I'm able to support my family with food & get what we need for going out hunting.

I would like to say to the QIA that:

It should be approved cause theres barely any jobs available in the community, so our voices should be heard.

Date: July 25 22

Signature: HI

Assistance note:

I, _____ confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: _____

Hello,

My name is Jacobie Awa. I live in Pond Inlet., Nunavut.

I work at Baffinland in the Cruiser. department. I've been employed at Baffinland's mine since 2019.

It is important to me that Baffinland gets their 6 million tonne permit because:

Provides Income for me and my family
I Get Training
Provides Income for other's that for our Community
AND

I would like to say to the QIA that:

DIA Should Support Traditional People in our
Community's

Date: Jan 7/22

Signature: [Signature]

867-324-0411 jakobku37@gmail.com

Hello,

My name is Jakob Kublu. I live in Iqloolik, Nunavut.

I work at Baffinland in the Site Service department. I've been employed at Baffinland's mine since 29/04/22.

It is important to me that Baffinland gets their 6 million tonne permit because:

This is a great opportunity for all youth's / Adults
as a worker @ Baffinland, I feed 5 of my
families back home and I would love the 6 mil tonne
to be approved,

I would like to say to the QIA that:

They need to step up for the communities, I also
would love to thank them,

Date: 23/07/22

Signature: Jakob Kublu

Assistance note:

I, _____ confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: _____

Hello,

My name is Janie Oqallak. I live in Arctic Bay, Nunavut.

I work at Baffinland in the Rd maintenance department. I've been employed at Baffinland's mine since May 2022.

It is important to me that Baffinland gets their 6 million tonne permit because:

It Provides For my family, Provides Jobs
for ~~Peop~~ People in Arctic Bay, Steady income.
A future for me and my family.

I would like to say to the QIA that:

We need Jobs for the next Generation
There is not many Jobs Home with very
little options

Date: Aug 13 / 22

Signature: Janie Oqallak

Assistance note:

I, Bobby Cum confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: [Signature]

Hello,

My name is Jasima Satogsi. I live in hall-Beach Nunavut.

I work at Baffinland in the Mine ops department. I've been employed at Baffinland's mine since 3 years.

It is important to me that Baffinland gets their 6 million tonne permit because:

I don't wanna get laid off
baffinland have been supporting me & my family
I get what I want, now I got snowmobile...

I would like to say to the QIA that:

I want 6 million tone to be approve

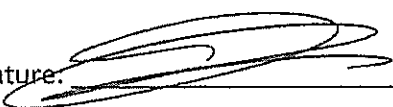
I want my voice to be heard.

6 Million tones is important to local ppl

as they don't wanna get laid off

Thank for understanding

Date: Jul 4, 6, 2022

Signature: 

Hello,

My name is Jason Qupee. I live in Arctic bay, Nunavut.

I work at Baffinland in the Bim department. I've been employed at Baffinland's mine since 2021 Nov/6.

It is important to me that Baffinland gets their 6 million tonne permit because:

yes we need more inuit workers here get better jobs
not just boring jobs they get use inuit, need work
over the winter

I would like to say to the QIA that:

get use better jobs get use more training, dont
let use have boring jobs for Inuits, get apprentices
going more so we can have more fun working here
at Port Mary

Date: July/25/22

Signature: Jason Qupee

Assistance note:

I, Jason Qupee confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: Jason Qupee

Hello,

My name is Jayco. I live in Iqloolik, Nunavut.

I work at Baffinland in the Mary River/QIL department. I've been employed at Baffinland's mine since 2014 on and off.

It is important to me that Baffinland gets their 6 million tonne permit because:

My people need to make money to support their
family and to our young people, too -
young people are addicted to drug dealing
this is a good opportunity

I would like to say to the QIA that:

gets millions of
dollars and from Federal Government and
they just talk, and always trying to shut
down every good opportunity, they gamble
during meeting in Iqaluit, I agree that
if they agree, we gotta change for better,
instead of just an waste.

Date: July 25, 2022

Signature: Jayco JC

Hello,

My name is Jenna Anguatsiaq I live in Sanirajak, Nunavut.

I work at Baffinland in the Surface Works department. I've been employed at Baffinland's mine since August 2018.

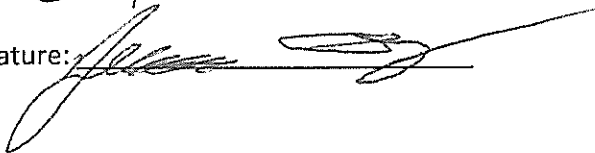
It is important to me that Baffinland gets their 6 million tonne permit because:

it gives me income and it gives me opportunity
to get me training on ^{more} equipments,

I would like to say to the QIA that:

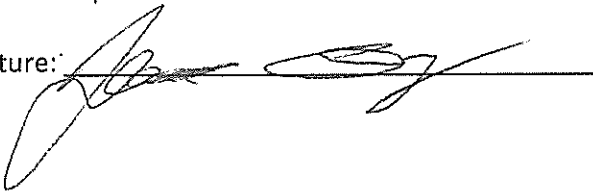
We need more Inuit working on site

Date: JULY 25 2012

Signature: 

Assistance note:

I, Jenna Anguatsiaq confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: 

Hello,

My name is Jennifer Kiblu. I live in Igloolik, Nunavut.

I work at Baffinland in the Site Services department. I've been employed at Baffinland's mine since Feb 2020.

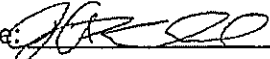
It is important to me that Baffinland gets their 6 million tonne permit because:

Because it gives me income and I like working here
and there isn't any job opportunities in Igloolik,

I would like to say to the QIA that:

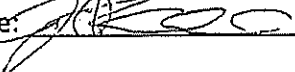
We need more Inuit working and more women
as an operator

Date: July 25, 2022

Signature: 

Assistance note:

I, Jennifer Kiblu confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: 

Hello,

My name is Jessica Komangpik I live in Pond Inlet, Nunavut.

I work at Baffinland in the Horizon North department. I've been employed at Baffinland's mine since 2019.

It is important to me that Baffinland gets their 6 million tonne permit because:

It provides money for me and my family.
I have many friends.
I really like my job.

I would like to say to the QIA that:

Your voice should be heard.

Date:

Aug 14/22

Signature:

Jessica Komangpik

Assistance note:

I, Bobby Currie confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature:

[Signature]

Hello,

My name is Jimmy Kappianaq. I live in Igloodlik, Nunavut.

I work at Baffinland in the oil, janitor department. I've been employed at Baffinland's mine since 2019.

It is important to me that Baffinland gets their 6 million tonne permit because:

For a living, to make money and
support my family. I'm in training for
heavy equipment operator. If nothing changes,
I want to continue as heavy equipment operator.

I would like to say to the QIA that:

I support Baffinland for 6 millions
tonnes. Life is better to make money
than no employment.

Date: July 26, 2022

Signature: JININIY KAPPIANAQ

Assistance note:

I, Darren Lidstone, confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: Darren Lidstone

Hello,

My name is JOANASIE KALLUK. I live in Arctic Bay, Nunavut.

I work at Baffinland in the HR & OIL department. I've been employed at Baffinland's mine since May 2022.

It is important to me that Baffinland gets their 6 million tonne permit because:

Support my family,
and I like to help other people work here

_____.

I would like to say to the QIA that:

We need more jobs and local workers
at Baffinland

_____.

Date: July 12/22

Signature: Joanasie Kalluk

Assistance note:

I, Bobby Currie confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: [Signature]

Hello,

My name is Josah Abagootak I live in Pond Inlet, Nunavut.

I work at Baffinland in the Site Services department. I've been employed at Baffinland's mine since 2019.

It is important to me that Baffinland gets their 6 million tonne permit because:

It is the best thing that happened
that we have. I like the job. I like the
pay. It supports my family.

I would like to say to the QIA that:

Why did QIA start showing up
when Baffinland? QIA took our
royalties instead. I hope QIA doesn't
last. There seem to be on the way.

Date: August 3/2020

Signature: Josah Abagootak

Assistance note:

I, Daveen Lidstone confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: Daveen Lidstone

Hello,

My name is Joseph Tagoagag. I live in Iqloolik, Nunavut.

I work at Baffinland in the QUL department. I've been employed at Baffinland's mine since Nov, 2021.

It is important to me that Baffinland gets their 6 million tonne permit because:

I like my job, we work together, we help
each other like family here
in Comex for me and my family

I would like to say to the QIA that:

I want to be heard.
I want to be able to have a future

Date:

Aug 10/22

Signature:

JOSEPH TAGOAGAG

Hello,

My name is Joshua Alorut. I live in Igloodik N.V., Nunavut.

I work at Baffinland in the QIL janitor department. I've been employed at Baffinland's mine since 2016 - 2022.

It is important to me that Baffinland gets their 6 million tonne permit because:

The income is very helpful to buy expensive
foods and other needs such as hunting
equiments, etc

I would like to say to the QIA that:

important this needs to be heard
it is very helpful to our income
and we Inuit likes the job

Date: July 31/2022

Signature: Joshua Alorut

Hello,

My name is Kenneth Immaroipak live in Iqloolik, Nunavut.

I work at Baffinland in the mobile maintenance department. I've been employed at Baffinland's mine since 10 years.

It is important to me that Baffinland gets their 6 million tonne permit because:


Provides me and my family a income

I met new people make new friends,

I would like to say to the QIA that:

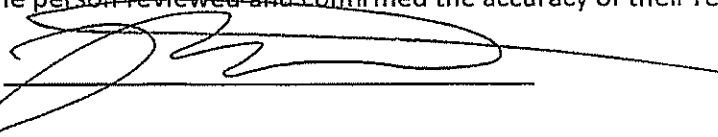
They should give the permit and hire more
local workers at the mine.

Date: July 13/22

Signature: 

Assistance note:

I, Bobby Currie confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: 

Hello,

My name is Laurie ERKIDUK I live in Taqulit, Nunavut.

I work at Baffinland in the QIL department. I've been employed at Baffinland's mine since 8 year.

It is important to me that Baffinland gets their 6 million tonne permit because:

Having a job & meeting new ppl making new friends
I enjoy working here.
Provides a income for me.

I would like to say to the QIA that:

I would like to keep my job
and have jobs here for future generations.

Date:

July 9/22

Signature:

Laurie ERKIDUK

Hello,

My name is Leata Ounag. I live in Arctic Bay, Nunavut.

I work at Baffinland in the Q11 department. I've been employed at Baffinland's mine since Nov 2019.

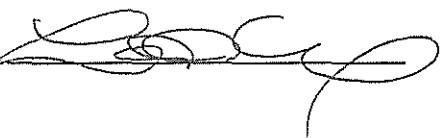
It is important to me that Baffinland gets their 6 million tonne permit because:

Need more jobs available also
it is good for the communities that
Baffinland provides residuals.

I would like to say to the QIA that:

we really do support to
expand

Date: July 15, 2022

Signature: 

Hello,

My name is Levi Kautay. I live in Sanikililik, Nunavut.

I work at Baffinland in the Mob/Wash Bay department. I've been employed at Baffinland's mine since NOV 2021.

It is important to me that Baffinland gets their 6 million tonne permit because:

I am able to support myself and family and
I get to Reunite with my Distance family and
friends

I would like to say to the QIA that:

people in the communities need to be
listened to by QIA Its time QIA listens to the
Employees who work at Baffinland

Date: JULY 31 2022

Signature: Levi Kautay

Hello,

My name is Marilyn Ikepeliak. I live in Hall Beach, Nunavut.

I work at Baffinland in the Mine Ops department. I've been employed at Baffinland's mine since 1st Rotation.

It is important to me that Baffinland gets their 6 million tonne permit because:

Helps put money back in my community
There are no jobs home.
More opportunity's working at Baffinland.

I would like to say to the QIA that:

I hope to keep my new job and have
future with the company

Date:

July 7, 2022

Signature:

Marilyn Ikepeliak

Hello,

My name is MARINA AUKAM-Flaherty I live in Iqaluit, Nunavut.

I work at Baffinland in the Site Services department. I've been employed at Baffinland's mine since Oct 2019.

It is important to me that Baffinland gets their 6 million tonne permit because:

I like my job at Baffinland
I enjoy meeting new people.
It is important for me to have a steady income
to provide for my family.

I would like to say to the QIA that:

I want my voice to be heard that we
should have a say on my future and
for my family

Date: July 6 / 2022

Signature: MARINA

Hello,

My name is Mark Tigullara Q. I live in Point Inlet, Nunavut.

I work at Baffinland in the Croaker department. I've been employed at Baffinland's mine since June 13, 2018.

It is important to me that Baffinland gets their 6 million tonne permit because:

I have received training at Baffinland
and I would not be able to use at home.
I get to work with my family on site and
provide a income for my family at home

I would like to say to the QIA that:

my voice matters and I like to keep my job
at Baffinland to provide for my family

Date: July 7 / 22

Signature: Mark Tigullara

Hello,

My name is Marty Alaralak. I live in Igloolik, Nunavut.

I work at Baffinland in the QIA department. I've been employed at Baffinland's mine since Oct / 22.

It is important to me that Baffinland gets their 6 million tonne permit because:

I love This Job

I love The People, They are fun to work with

I can look after my family From The Income

I would like to say to the QIA that:

my Voice matters

You Should listen to us That works AT The mine.

Date:

July 8/22

Signature: MARTY ALARALAK

Hello,

My name is Naomi Apak. I live in Pond Inlet Nunavut.

I work at Baffinland in the QIL department. I've been employed at Baffinland's mine since Sept 19, 19.

It is important to me that Baffinland gets their 6 million tonne permit because:

yes, I support the permit extension
Because it helps me and my family
to a good affording of living

I would like to say to the QIA that:

I liked it if it still can be open

Date: July 31, 22

Signature: Naomi Apak

Hello,

My name is Neeko Arreak. I live in Pond Inlet, Nunavut.

I work at Baffinland in the Site Service department. I've been employed at Baffinland's mine since 2019.

It is important to me that Baffinland gets their 6 million tonne permit because:

Supplies I want to get hunting equipment, and support my families, also to learn new - experience, meet new people, work with other locals and all over Canada.

I would like to say to the QIA that:

I want to let QIA hear my voice and having to keep my job for the benefit of my families and my community and to approve 6 million tonne

Date: 07/27/2022

Signature: Neeko Arreak

Hello,

My name is Paul Kango. I live in Iqaluit, Nunavut.

I work at Baffinland in the Mine Ops department. I've been employed at Baffinland's mine since 3 Years.

It is important to me that Baffinland gets their 6 million tonne permit because:

I need This Job because I feed my family
and others in The Community
I love my Job Here, AND I DON'T WANT
to loose my Job,
It is important for me to Have This income,

I would like to say to the QIA that:

why Did you not Agree The permit when you
Did for years,
you Should Listen to us all

Date:

July 8/22

Signature:

Paul Kango

Hello,

My name is Paul Shappa. I live in Arctic Bay, Nunavut.

I work at Baffinland in the Road maintenance department. I've been employed at Baffinland's mine since May, 2022.

It is important to me that Baffinland gets their 6 million tonne permit because:

Provides my family a income, I have 4 kids
And live with me And I need my Job
to Support Them.

I would like to say to the QIA that:

This is my future.

Date:

June 13/22

Signature:

[Signature]

Assistance note:

I, Bridget Currie confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature:

[Signature]

Hello,

My name is Peter Awaitsiaq. I live in Iqloolik, Nunavut.

I work at Baffinland in the Horizon North department. I've been employed at Baffinland's mine since 2019.

It is important to me that Baffinland gets their 6 million tonne permit because:

It good to met new people,
I like my job
good people to work with

I would like to say to the QIA that:

I help provide for my family
we all should be heard

Date:

Signature:

Assistance note:

I, Bobby Currie confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature:

Hello,

My name is Rita Akoomalik. I live in I, Nunavut.

I work at Baffinland in the QIL department. I've been employed at Baffinland's mine since may 2022.

It is important to me that Baffinland gets their 6 million tonne permit because:

This job makes it able to support my family
I love job and the people I work with
They support me

I would like to say to the QIA that:

People should be heard
We need this job to support our family
and pay our bills.

Date:

July 13/22

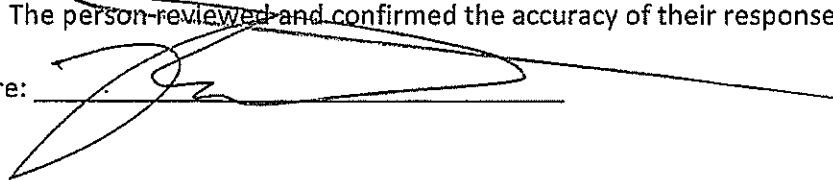
Signature:

Rita Akoomalik

Assistance note:

I, Robert Currie confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature:



Hello,

My name is Robert Barnabas. I live in Arctic Bay, Nunavut.

I work at Baffinland in the Ship loader department. I've been employed at Baffinland's mine since 2016.

It is important to me that Baffinland gets their 6 million tonne permit because:

I like working here
I make more money here to pay my bills
& feed my family.

I would like to say to the QIA that:

I would like to see my son working at
Baffinland in the future.

Date: July 12/27

Signature: [Signature]

Assistance note:

I, Bobby Cernice confirm that, at their request, I assisted the person whose name and signature appear above by writing into this form where necessary exactly the words used by that person. The person reviewed and confirmed the accuracy of their response before signing.

Signature: [Signature]

Hello,

My name is SALMO INUTIA I live in Arctic bay, Nunavut.

I work at Baffinland in the Tech service department. I've been employed at Baffinland's mine since oct 24, 2013

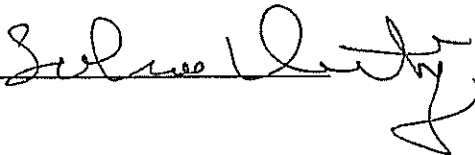
It is important to me that Baffinland gets their 6 million tonne permit because:

it happen with no problem and
lotsa locals needs income
so they can buy hunting stuffs
and it's help my family with
income

I would like to say to the QIA that:

my voice matters and
local communities voices
matter

Date: July 07, 2022

Signature: 

Hello,

My name is Steven Shoopik. I live in Iqaluit, Nunavut.

I work at Baffinland in the Qub department. I've been employed at Baffinland's mine since March 31 2020.

It is important to me that Baffinland gets their 6 million tonne permit because:

I like The Job And I Don't want to loose it
It gives a good income for me and my family
Support my children.

I would like to say to the QIA that:

I love This Job And I want to Continue to work here

Date: July 8/22

Signature: Steven Shoopik

Hello,

My name is Timoxie Arnaqjuag. I live in Arctic Bay, Nunavut.

I work at Baffinland in the Crusher department. I've been employed at Baffinland's mine since 2016.

It is important to me that Baffinland gets their 6 million tonne permit because:

It's providing me a job and a chance to become a trades person. Also it provides opportunities for the people of Nunavut certain jobs such as Millwright, Welder, Heavy Duty Mechanic, Electrician, Machinist etc. It also enables me to provide for myself and my family.

I would like to say to the QIA that:

Thank you for everything the company and the skills have done for the people and please get NERB to hear our voices because once we all get laid off it'll be hard to find a job in the local communities. Also please get NERB to plan Our Voices Matter to get the employees at Baffinland's point of view. Thank you.

Date: July 6th 2022

Signature: Timoxie Arnaqjuag

Hello,

My name is Tina Amaaq. I live in Iqaluit, Nunavut.

I work at Baffinland in the QIL department. I've been employed at Baffinland's mine since Dec 2021.

It is important to me that Baffinland gets their 6 million tonne permit because:

I like to work here and meet new people
Have a steady income to help provide for
me and my family

I would like to say to the QIA that:

my voice should matter
I want us all to be recognized!

Date:

Jan 10/22

Signature:

Tina Amaaq

Hello,

My name is Jodie Sango. I live in Pond Inlet, Nunavut.

I work at Baffinland in the Crusher department. I've been employed at Baffinland's mine since Dec 2019.

It is important to me that Baffinland gets their 6 million tonne permit because:

To Support my family, good for future opportunities
future training, Steady Income for me + my family.

I would like to say to the QIA that:

I like to keep my job, I make new friends
and my co-workers are now like brothers to me.

Date:

July 7/2022

Signature:

J Sango

Hello,

My name is Tommy Itulug. I live in Iqaluit, Nunavut.

I work at Baffinland in the QA department. I've been employed at Baffinland's mine since Nov, 2021.

It is important to me that Baffinland gets their 6 million tonne permit because:

I like The Job Here

I like to travel to meet new People

Helping me Build my future

I would like to say to the QIA that:

Everybody Should have a Say
we Should all work together.

Date:

Jan 11/ 22

Signature:

Tommy Itulug

Hello,

My name is Valentine Aupiaq. I live in Iqaluit, Nunavut.

I work at Baffinland in the kitchen department. I've been employed at Baffinland's mine since April, 2022.

It is important to me that Baffinland gets their 6 million tonne permit because:

provides me and my family a income
I really like to work here and met new people.

I would like to say to the QIA that:

I would like to have my voice heard.
I want to keep my job
you should listen to everyone

Date:

June 8/22

Signature:

Valentine Aupiaq