

TRIP REPORT

Mackenzie Valley Environmental Impact Review Board

Subject: EA99-004

Date: October 5, 1999

Prepared by: Louie Azzolini

RE: Trip to Rae-Edzo

Development: BHP Mine Extension
Departure Date: October 7, 1999, Louie Azzolini
Return Date: October 7, 1999
Mode of Travel: Vehicle
Reason: Attend Dogrib Treaty 11/BHP community consultation
Public Notification: No notification provided
Meetings: No meetings attended
Cost: Approximately \$30

Louie Azzolini attended a meeting on October 7, 1999 at the Rae-Edzo community hall. The meeting started at 1:30 and finished at about 5:00. There were outstanding items on the agenda. It was indicated they would be covered off at a future meeting.

The following is a summary of the points discussed at the meeting.

Employee Turn Over	<ul style="list-style-type: none">Number of Dogrib employees fired and reasons? BHP indicated 11 do date due to absenteeism. There was also a question of how many "whites" were fired. BHP indicated it applied the rules fairly and consistently to everyone.
Rehiring	<ul style="list-style-type: none">Question about rehiring of fired workers. BHP said it was possible as there and there was an instance where a fired person was rehired.
Training	<ul style="list-style-type: none">Suggestion that people get training before being placed on the job. Without training people will not be adapted to the lifestyle.

From.....

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Hiring Targets	<ul style="list-style-type: none"> Someone asked/stated that with all the aboriginal applicants, why there were problems meeting or not surpassing the hiring targets. BHP indicated that people were lacking the qualifications and that entry level jobs were all filled.
Unsuccessful Applicants	<ul style="list-style-type: none"> Concern that unqualified people are not getting jobs because lack of skills then what is the purpose of the on-the-job training. BHP indicated that the skilled workers were along the lines of trades people that had to meet industry standards for amongst other things safety.
Operations	<ul style="list-style-type: none"> Question about who does the hiring and the firing and if there was an appeal committee. BHP indicated that the foreman with the aboriginal employment officer were responsible. Ms. Blondin indicated that the spirit of the IBA's were not being lived up to by middle management and that there seemed to be a lack of commitment by middle management That is, that BHP had become bureaucratic and not living up to the spirit of IBA. Chief Rabesca indicated that mistakes should not be repeated. He also indicated that there is a need to address some outstanding issues and that maybe a socio-economic agreement with the GNWT was not the most suitable way of addressing their collective needs. Maybe separate socio-economic agreements with just the four Dogrib Treaty 11 communities Mr. Rabesca indicated that he would like to see improvement made where possible including existing agreements.
Ethnic Distribution of the Workforce	<ul style="list-style-type: none"> Question about the number of aboriginal people in skilled and semi-skilled positions. BHP indicated that information would be provided.
Summer Students	<ul style="list-style-type: none"> The speaker indicated that with increasing participation in post secondary schooling by Dogrib students it would be good if BHP had a policy regarding the hiring of summer students. It was suggested that there be more open communication between the Dogrib Scholarship Committee and BHP. Someone asked about the possibility of having students visit the site, as they were potential future employees.

Hiring/Firing	<ul style="list-style-type: none"> • Suggestion that there is a need for aftercare assistance after an employee is let go - to help address related social issues like marriage troubles and to help people who turn to substance abuse. • Suggestion that a community based committee be established to contribute to the hiring and firing. • Some people indicated they felt they should have been hired and that there was some problem with the BHP hiring practice. • Comment about the individual and family impact of being fired. Person said they were well aware of social issues and that a communities committee was needed to address the issues.
Southern Employees	<ul style="list-style-type: none"> • Question regarding number and percentage of southern employees. BHP indicated 25% of the workforce are southern residents.
Mine Life	<ul style="list-style-type: none"> • Question about what the actual mine life was expected to be and what the impacts or changes to the land were expected. • An attendee asked if there were closure and reclamation plans in place.
Community Training	<ul style="list-style-type: none"> • There was a general question about a community training committee but there was uncertainty what the person was addressing.
Scholarships	<ul style="list-style-type: none"> • Person indicated they were happy with the scholarship program but that he was having problems understanding it and for how long it was going to run.

The meeting ended at about 5:00 PM. The agenda was not completed. Mr Rabesca provided closing remarks and indicated that there were issues about employment and future livelihoods in the wage employment and that hunting and trapping income did not give much money but that the wildlife was very important.