

TAQRALIK

SERVING NUNAVIK INUIT SINCE 1974



May's Final Farewell
SIKU: By and For Inuit
Solar Power in the Arctic

Winter 2020

121



LP^{NA}
Société Makivik
Makivik Corporation

Makivik Corporation

Makivik is the ethnic organization mandated to represent and promote the interests of Nunavik. Its membership is composed of the Inuit beneficiaries of the *James Bay and Northern Quebec Agreement (JBNQA)*. Makivik's responsibility is to ensure the proper implementation of the political, social, and cultural benefits of the Agreement, and to manage and invest the monetary compensation so as to enable the Inuit to become an integral part of the Northern economy.

Taqralik

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Cover: Johnny May and Santa (Craig Lingard) on board for the last Kuujjuaq Christmas Candy Drop, an annual tradition since 1965.
Photo: Isabelle Dubois



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TAQRALIK



A Kuujjuaq Christmas Day tradition ended this year with Johnny May's final Candy Drop.

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SIKU: By and For Inuit

Mobile app provides platform for Inuit to share information and decide who can use it

All photos ©SIKU

A new online application combines ancient knowledge with modern technology but can also be seen as a tool to help implement Inuit self-determination.

The social media application and web platform was developed by and for Inuit in conjunction with the Sanikiluaq-based Arctic Eider Society, allowing Inuit to share environmental and climate information on a secure platform.

SIKU is a mobile app and web platform which provides a way to post and share information about weather, ice safety, and hunting

stories, as well as facilitating knowledge transfer and helping with language preservation. SIKU: The Indigenous Knowledge and Social Network, the platform and app, was launched in early December at the 2019 ArcticNet Annual Scientific Conference in Halifax.

Arctic Eider Society Executive Director Joel Heath said that by using SIKU Inuit can be their own researchers. They can document their own observations and if they assign Indigenous stewardship to their post, for example, a regional organization like Makivik can use the information for things like environmental assessments.



Hunters involved in Community Driven Research with AES take a water sample through the sea ice near Kuujjuarapik.

"It's about Inuit crowd-sourcing their own knowledge systems without having to have the researcher come in," Heath said. "It's allowing people to retain their own data, or to share their own interviews and transcripts through SIKU, not necessarily publicly, but so that they're there for the communities and regional organizations to be able to use in the long term."

Heath said this should help with the issue of "helicoptered-in-researchers," who are basically dropping into communities and who may never show up again. The app allows communities and regional

organizations to say to outside researchers, "we want to make sure that your project data is on SIKU so that we can use it in the long term for the benefit of Inuit and not stuck in your file cabinet down South."

SIKU gives privacy and data stewardship high priority. By putting Indigenous rights first, users retain all rights and control over their data and intellectual property. They can choose how to share their information on a post-by-post basis, the launch press release said.

The prototype for the app came out of a program piloted in Northern communities, including Sanikiluaq, Inukjuaq, Umiujaq,

"It's allowing people to retain their own data, or to share their own interviews and transcripts through SIKU, not necessarily publicly, but so that they're there for the communities and regional organizations to be able to use in the long term."

Kuujjuarapik and Chisasibi. Each community had a different piece of the puzzle, Heath explained, as hunters from different communities contributed information in their language of choice, allowing a big picture view to be created about what was happening in Southeast Hudson Bay.

"People in different communities could see what was happening in real time, they could comment and use their own knowledge to reinterpret the results and the data would be there for the communities and organizations to mobilize," he said.



Puasi Ippak tests out the SIKU mobile app near Sanikiluaq.

SIKU includes profiles for 'Wildlife,' 'Sea Ice,' and traditional place names in multiple dialects that are "taggable," and act as living documents of Indigenous knowledge. For example, while on the land, individuals can take photos of animals' stomach contents, post hunting stories, or even document sea ice conditions, to be posted once they are back online in a community. There are also options to post under 'Social,' for example, sharing photos and hunting stories, and 'Tools.' The tool button is meant to capture data taken with scientific instruments, like an ice core, or water samples.

The technology was inspired by groups on public social media, like Facebook's 'Inuit Hunting Stories of the Day,' community-driven research programs, and the desire of elders to share their knowledge with youth.

Speaking during the launch, the Manager of the Sanikiluaq Hunters and Trappers Association Lucassie Arragutainaq said that SIKU is copying what Inuit parents would have done, but in modern ways. He referenced hunters documenting the floe edge and how it has moved over the years, and how that can be easily communicated to other communities.

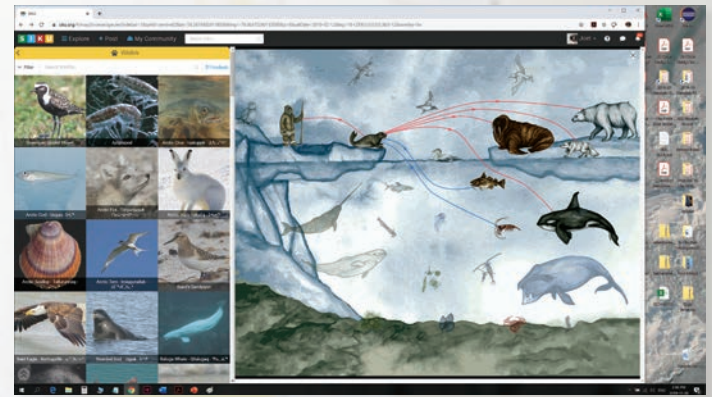
Candice Pedersen of Cambridge Bay is a member of the SIKU team and has delivered workshops on the app throughout Inuit Nunangat. She said that Inuit youth are like young people all over the globe.

"We are on our smartphones a lot. We're sharing our stories, messaging with each other, sending photos, videos and memes. We're living with instant information in small chunks all the time," she said. SIKU allows Inuit to easily capture data every time they go hunting, gradually building up data sets, over which they have complete control.

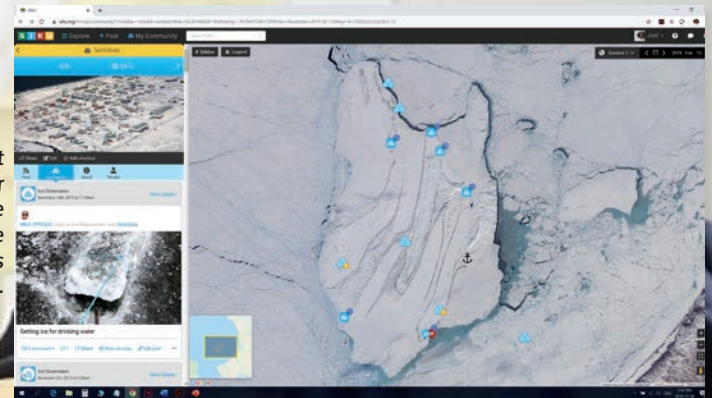
Heath explained that starting to use SIKU is easy. Interested parties can go to the website and sign up, or download the mobile app, sign up there and start using it. While officially launched, he said, the creation side of the app is ongoing, so feedback is welcomed from anyone who wants to suggest features to make it better.

The SIKU project was awarded the Google.org Impact Challenge in Canada in partnership with LEAP – the Pecaut Centre for Social Impact in 2017, receiving \$750,000 in funding. Heath said the group is now pursuing further funding options to continue visiting communities to offer workshops and training.

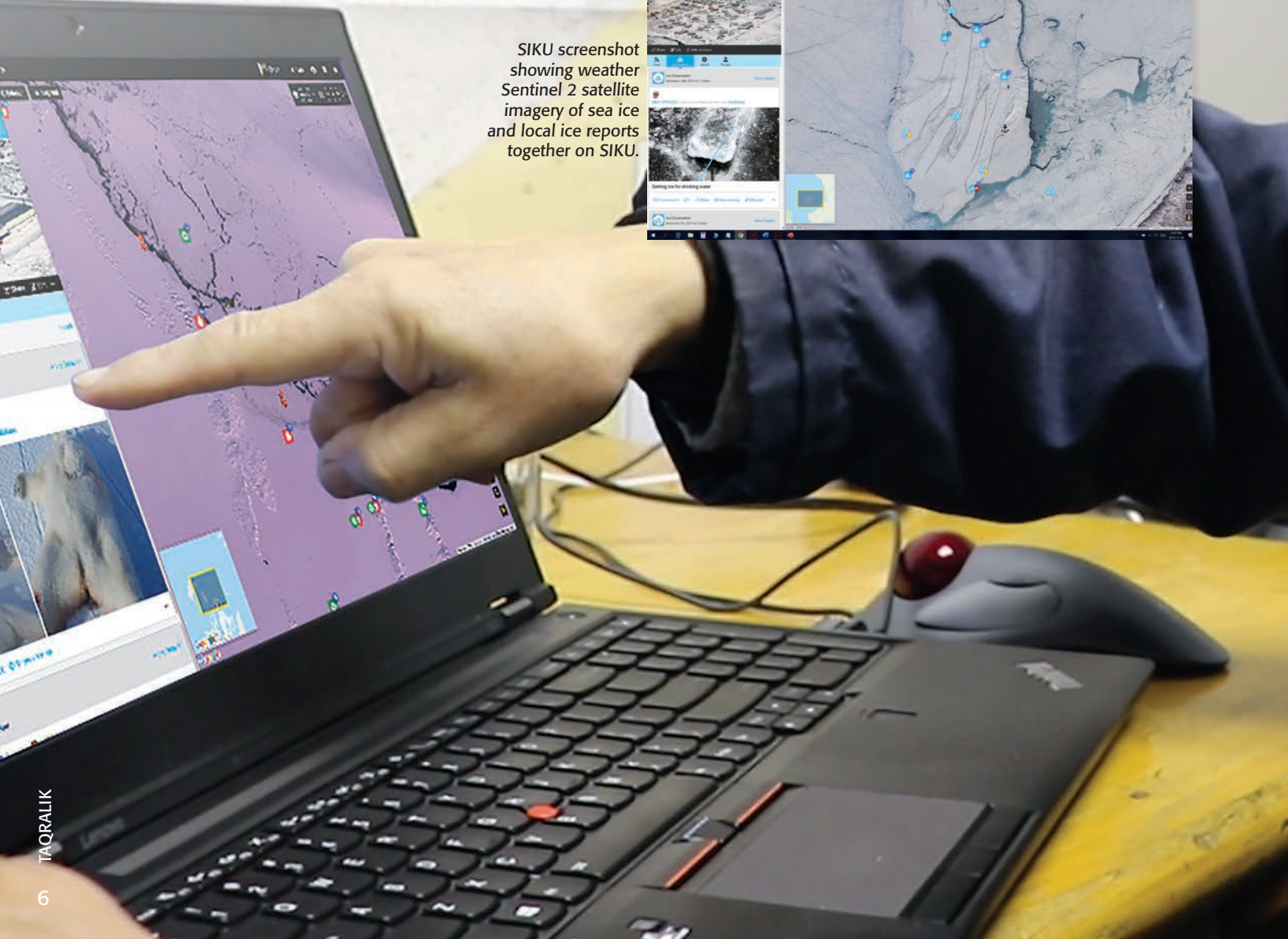
SIKU is available as an online platform at SIKU.org, as well as a mobile app for Android and iOS. ♦



SIKU screenshot showing wildlife species profiles and interactive food web.



SIKU screenshot showing weather Sentinel 2 satellite imagery of sea ice and local ice reports together on SIKU.





Elder Jimmy Iqaluit and Hunter Johnny Kurluarok review posts on the SIKU online platform as part of its development.

KWE!

Meet With Indigenous Peoples 2019

Photos courtesy of Avataq Cultural Institute



At the end of May 2019, Makivik asked Avataq Cultural Institute's Aumaaggiivik, the Nunavik Arts Secretariat, to work with them to be part of third Kwe! Meet with Indigenous Peoples Festival (Kwe!) in Quebec City. The mandate was to showcase Nunavik culture in a tent and invite artists to perform and interact with the public with an educational mandate. Kwe! grouped the Indigenous Nations of Quebec for four days in a festival site in front of the Quebec Parliament building, from August 29 to September 2.

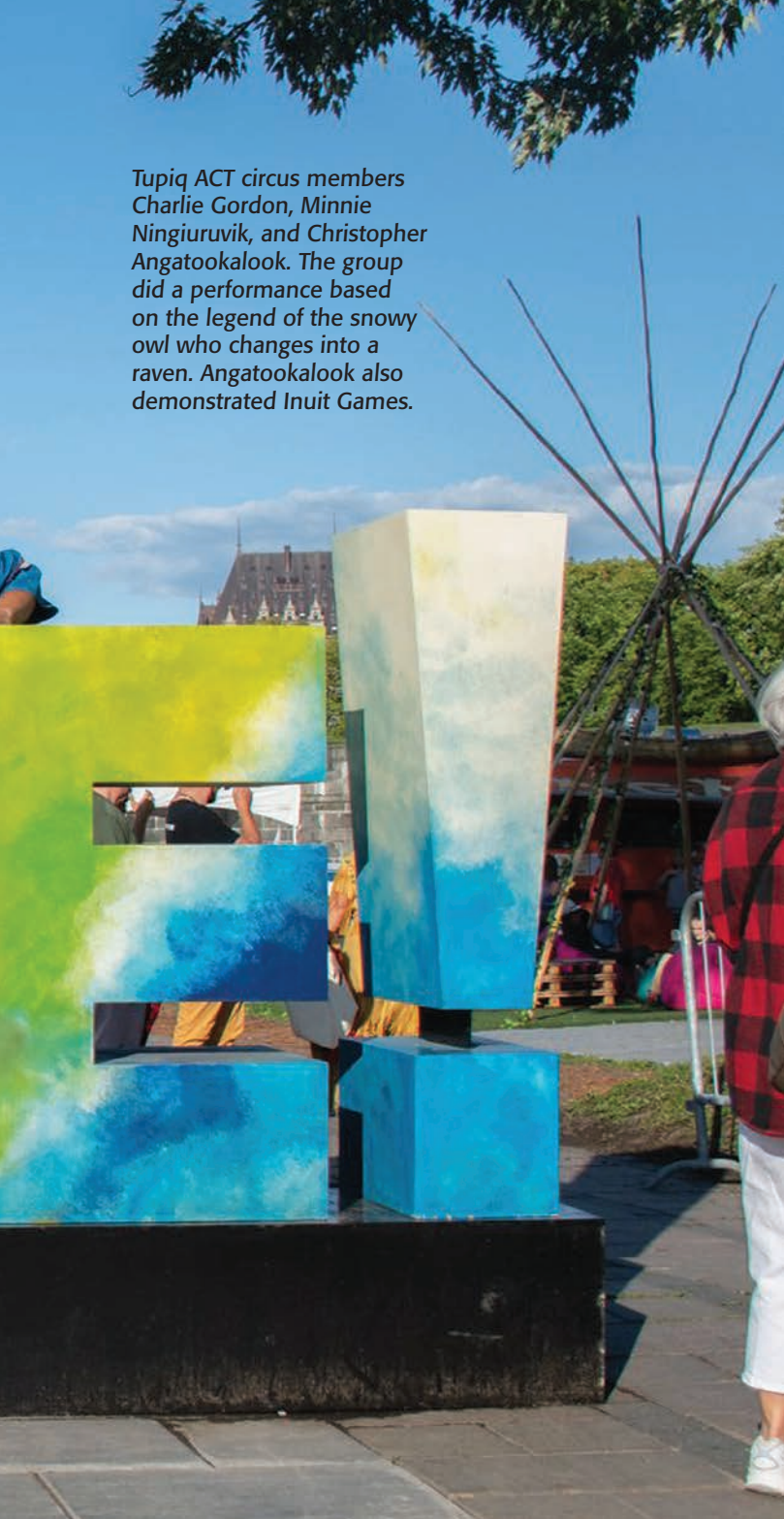
Usually Kwe! invites two artists per Nation to showcase their work and share their culture with the public, mostly non-natives from Quebec, mixed with a great percentage of tourists. A huge

long-house-type tent filled with 11 divisions (including one for Nunavik Inuit) was the set-up last year.

Makivik President Charlie Watt and Makivik's Director of Quebec-Nunavik relations, Jean Dupuis, assisted and convinced the festival organizers to give a separate showcase for Inuit, because, they argued, as non-First Nations, they should have their own space. Kwe! organizers liked the idea, and this year Nunavik presented in its own tent.

The concept of the 2019 presentation was Nunavik Now, so the group showed objects, design and contemporary art fabricated and created today that are still in use now. Through various screens they

Tupiq ACT circus members Charlie Gordon, Minnie Ningiuruvik, and Christopher Angatookalook. The group did a performance based on the legend of the snowy owl who changes into a raven. Angatookalook also demonstrated Inuit Games.



Saali Keelan on the main stage on the first night of the festival.



Lucy Saunders and Annie Lock throat singing in the Nunavik tent.

showed images from the past, with the idea of bringing a context to the objects, understand where they are from, and present the specificity of the culture. Along with cultural showcases, many artists participated in the event, using a variety of media, from music to jewellery and textile arts, from film to throat singing. Public feedback was extremely positive, and organizers wish to acknowledge the support of Nunavik Tourism, Nunavik Parks, Air Inuit and First Air. ♦

Akinisie Sivuarapik showing the musher's vest of Willy Cain Jr., the last winner of the Ivakkak dogsled race.



SOLAR POWER WORKS BETTER IN KUUJJUAQ THAN LOS ANGELES

By Stephen Hendrie

Deep into an hour-long interview with solar energy guru Klaus Dohring the benefits of solar power in the Arctic were made clear – the clear, cold, Arctic air makes it 40 per cent more efficient than in Los Angeles. Of course, in the high Arctic when it's dark for months on end Dohring admitted that, "basically the solar system is as dead as a doornail." However, in Nunavik, which always has light, the benefits of solar are important to reduce dependency on diesel generated electricity, reduce carbon emissions, and save money.

Dohring can be described as a solar energy guru, but he's much more than that. Formally he's the founder and owner of Green Sun Rising, a company in Windsor, Ontario, dedicated to furnishing commercial and residential solar power systems, both photovoltaic, and thermal. His company provided and installed the solar panels at the Makivik head office and Nunavik Research Station in Kuujjuaq in 2017. Informally, Dohring exudes that rare kind of passion for his field that is totally infectious. He's also committed to reducing carbon dioxide (CO₂) emissions, curbing global warming, and has a true love of the Arctic.

To prepare for this interview, I sent Dohring a photo of four little solar figurines in a kitchen window. He sent me back a photo of two solar figurines he has on his desk, a cyclist and Albert Einstein waving his hand. He explained how it works.

"The figurines in your photo and mine are powered by tiny pieces of solar cells. The photovoltaic effect works whenever light is available. For every five photons of light going in, one electron is produced. What you have in your figurines, and my Einstein, is a device that pushes and pulls, it's not a motor, it's a magnet."

In Kuujjuaq at the Makivik head office and Nunavik Research Centre, Dohring explained that the basic photovoltaic effect is the same, but on a much larger scale. The head office building has a 20-Kilowatt solar system, and the Nunavik Research Centre has a 50-Kilowatt system. The panels generate in Direct Current (DC), so inverters need to be installed to convert it to Alternating Current (AC), which is what Hydro-Quebec's grid works on: 240 volts AC power. There's no battery storage system, so the power generated by both buildings goes directly into the grid. If there is more power generated than needed, it goes into the Hydro-Quebec grid for Kuujjuaq, and is used by other buildings. No power is wasted, and Makivik gets credits for contributing power to the grid.

What's remarkable in the Arctic is the efficiency of solar power compared to the South. There are three factors that, combined, make solar power generation in the Arctic 40 per cent more efficient than L.A. The first is ambient temperature. In North America, solar power systems originated in California, where the ambient temperature is 25°C. For every degree below 25°C, solar efficiency increases by



Solar Panels on Kuujjuag's
Nunavik Research Centre.



Installing solar panels on the roof of Makivik's Head Office in Kuujjuaq.



a factor of 0.4 per cent. So, if it's -20°C that's a difference of 45 degrees, and thus 18 per cent more efficient.

The second factor has to do with more favourable atmospheric conditions in the Arctic. The air in the North is colder, dryer, contains less dust, dirt, and soot. Standard solar conditions in the South are 1000 watts per square metre, however the "solar constant" – i.e. pure sunlight before it enters our atmosphere – is 1360 watts. It means about a third of the solar energy is filtered out in the South. Dohring says, "I am certain that on a good sunny day you get more than 1000 watts per square metre."

The third factor is called the "albedo" effect. "You can also call it reflection, or snow blindness," says Dohring. "So, when you have a lot of snow and ice, you get a lot of reflection, and the solar cell doesn't care if it is being impacted by direct light or indirect light."

"So, in conjunction between the albedo effect, the clear atmosphere, and the negative temperature coefficient, we have already measured 40 per cent higher output than rated," says Dohring. "You will never get that in Los Angeles! So, the photovoltaic technology loves cold!"

The solar power systems in Kuujjuaq were installed on the Makivik head office and the Nunavik Research Centre during the summer and early fall of 2017. They both started generating power on the same day - September 15, 2017. In just under two years, until the middle of August, 2019, the two systems combined generated 90,560 kWh of power, saving the community about 25,900 litres of diesel.

A research paper called *Recent Developments in Renewable Energy in Remote Aboriginal Communities, Quebec, Canada*, by Konstantinos Karanasios and Paul Parker, published in 2016, noted that the 14 Nunavik communities are all powered by diesel generators. They have a total capacity of 24,325 MW, generating approximately 82,400 MWh in 2012. Altogether they consumed approximately 23-million litres of diesel, and contributed 65,000 tonnes a year of CO_2 emissions.

In 2016 the government of Quebec published *The 2030 Energy Policy: Energy in Quebec, a Source of Growth*. The goal is to make Quebec a North American leader in renewable energy and energy efficiency, building a new, strong, low-carbon economy by 2030. On page 43 the document addresses "The Northern Plan: priority initiatives in the energy sector." One of these is most relevant to Nunavik, which is to: "Support the projects of off-grid communities and businesses to convert electricity generation using fossil fuels to renewable energy sources."

A Hydro-Québec official in Kuujjuaq, Nunavik Liaison Officer Sarah Gordon-Berthe, confirmed that Hydro is conducting research on solar panels in Quaqtaq.

"The goal of the test is to see if it is feasible to install solar panels in Nunavik. We have two panels on a public building, and we'll be installing panels on four houses this fall. We also noticed it's more efficient in the Arctic, the colder it is the more power it was releasing."

Dohring, meanwhile, knows the future of weaning Arctic communities off of energy wasting, greenhouse gas-emitting diesel generators is a long process. We're in the first phase right now, with the early projects being installed. Without any battery storage he estimates about 20 per cent of diesel consumed could be replaced by solar power without any danger to grid stability. In phase two, about 50 per cent of diesel could be replaced with solar, in conjunction with battery storage. Phase three, in 15-20 years, could see the complete replacement of diesel, with the use of utility scaled "flow battery" technologies.

With Makivik's buildings in Kuujjuaq, Hydro-Québec's tests in Quaqtaq, and other solar panel installations in Nunavik, such as the panels installed on the Kuujjuaq airport in 2008, the region is starting to contribute to an energy future that Inuit who took to the streets of Montreal and Ottawa for the massive climate change strikes on September 27, 2019, would likely approve of. ♦

Energy Production in Nunavik

The 14 northern villages of Nunavik are powered by diesel generators that consume approximately 23 million litres of fuel and contribute 65,000 tonnes of carbon dioxide (CO₂) each year. The emissions produced by these diesel-powered generators average five tonnes per person living in Nunavik each year!

Hydro-Québec estimates that the future demands for electricity in Nunavik will rise between two and four per cent each year due to population growth and the expansion of the northern villages. Currently, Nunavik communities rely 100 per cent on electricity generated from diesel which has to be shipped up from the South at an ever-increasing cost. Considering the demand for alternative energy sources is growing, communities are now examining options in cooperation with different stakeholders, such as wind, solar, waste-to-energy and hydroelectricity.

Energy Efficiency

Energy consumption is closely tied to population. The expected increase in energy demand is higher in Nunavik than elsewhere in Quebec. To meet these requirements, Hydro-Québec and the Société d'habitation du Québec have already developed programs for conserving energy in households across the region. Highly energy efficient housing prototypes are a priority and it is understood that

more stringent efficiency standards must also be put in place when building new homes and planning for infrastructure development.

You, too, can do small things to improve energy efficiency at home and work:

- Turn off the lights when you leave home or work
- Change your light bulbs to LEDs
- Unplug game consoles, chargers, televisions and small appliances – even when not in use they consume small amounts of electricity
- Completely shut down your computer, monitor, printer and fax machine when you're not using them.
- Wash your clothes in cold water and hang them to dry instead of using the dryer
- Consider installing solar panels for your cabin rather than using a generator
- Keep your thermostat at a constant temperature
- Close your windows when heating your house
- Turn off the water heater when you leave the house for long periods of time
- Don't let your vehicles idle





A SWEET FINALE: Bush pilot Johnny May leaves an inspiring legacy

By Linda Brand
All photos by Isabelle Dubois



The cold, Arctic air shuddered at the crackling sound of a DHC-3 Otter fitted with turbo prop engine starting! All hatches safely closed up, down the runway she went...with a belly full of Christmas delight for all to see and experience! While the sugary treats from the final Kuujjuaq Christmas Candy Drop may have disappeared, the legacy of Johnny May – the big-hearted bush pilot behind the beloved tradition – will live on for generations.



Santa's little helpers Bruce Turner and Bryan York drop the goodies while Johnny May, second from left, flies over with Santa (Craig Lingard) at his side.

May was born on the shores of George River in northern Quebec in 1945. A resident of Kuujjuaq, Quebec, he is also well known among pilots who fly in the North. Often referred to as a "living legend," May began serving the 14 communities of Nunavik, Quebec, in 1964. He flew countless medivac and search-and-rescue missions, and saved many lives. However, he is most famous for his candy drop — an annual tradition since 1965.

Every year on Christmas Day, the residents of Kuujjuaq would bundle up their families and look to the skies with anticipation and glee. In his first year — flying his Piper PA-12 — May dropped only candies to the outstretched arms below. Over the years the tradition evolved; the Kuujjuaq Recreation Committee held bingo games to raise funds for items for the drop. As a result, the loot expanded to include winter clothing, along with envelopes with coupons to redeem for larger items.

For many years, May flew a bright orange DHC-2 Beaver to do his candy drops. But it was his DHC-3 Otter aircraft — with the former Air Inuit colours, the famous "Pengopally" name, and his personalised

C-GMAY registration — that Johnny flew for his grand finale on December 25, 2019. The town's residents gathered for one last time, to catch the candies and various gifts tossed from his low-flying bush plane, with Santa in the cockpit by his side.

Inspiring the next generation

With an impressive 35,000 hours of flight under his belt in some of the harshest weather conditions in the land, May's selfless sense of community has motivated many youth to take to the skies. At the Canada Aviation and Space Museum in Ottawa, staff believe that May's extraordinary story is important to share with all Canadians. Every year during the holiday season, this national museum hosts a family program to highlight his incredible contributions over the past 53 years. This program, in turn, inspired a Christmas television special, *The Great Northern Candy Drop*, which is enjoyed every year on CBC. In addition, the National Film Board made a documentary, *The Wings of Johnny May*, in 2013.



Members of the Kuujuaq Pinguatitsijingit Recreation Committee collect all the donations for the Candy Drop.

Over the years, May has also been recognized through a number of prestigious awards. In 2010, he was inducted into Le Panthéon de l'Air et de l'Espace du Québec (The Air and Space Pantheon of Quebec). In 2019, he was honoured with the Sovereign's Medal from Governor General Julie Payette.

A true inspiration to children and pilots alike, Johnny's wealth of experience makes him an asset to the three boards of directors he serves on: Nunavik Tourism Association, Air Inuit, and Canadian North. Through these boards, May works with his peers to lay the foundation for the future of flight in the Nunangat lands. The two Inuit-owned airlines aim to inspire today's youth to become the workforce of the future. With such a large territory for the airlines to service, it will be critical for Inuit youth to become active participants in both the Northern and national economies.

Working with the Canada Aviation and Space Museum and more than 40 other industry, government, and academic partners, Air Inuit and Canadian North are both part of the Canadian Aero/Space Skills Network. The goal of the network is to inspire youth across the country to consider careers in aerospace.

Opportunities in aviation and space

In February 2020, 14 students — one from each Nunavik village — will have the chance to travel to Ottawa for a Career Exploration Tour. With support from Air Inuit, the Kativik Ilisarniliriniq and the Canada Aviation and Space Museum, the youth will visit the hangars, labs, and control centres of various members of the Canadian Aero/Space Skills Network. The tour aims to inspire young Nunavummiut by highlighting a world of future opportunities in the aviation and space industry.

“With an impressive 35,000 hours of flight under his belt in some of the harshest weather conditions in the land, May’s selfless sense of community has motivated many youth to take to the skies.”

In 2019, the museum held a larger Career Exploration Fair that hosted more than 1,000 students from the National Capital Region. These events are needed to address the looming labour shortage in the Canadian aerospace industry and inspire students to consider careers in the field. While Canada is a world leader in aerospace and education, it's estimated that the industry will need 55,000 new workers by 2025.

As May well knows, passion is where it all begins. As a young boy on the shores of George River, he watched a pilot make deliveries in a bush plane and felt an undeniable urge to fly. Although he is still flying at age 74, he has bid a sweet farewell to the Kuujuaq Christmas Candy Drop. But the spark that first ignited his passion is sure to light the way for the youth that follow.

Linda Brand is the author of the children's book, The Kuujuaq Christmas Candy Drop. She works as an Interpretation Officer at the Canada Aviation and Space Museum in Ottawa, Ontario. ♦

CANADIAN NORTH



With the New Year and festive season now behind us, we hope the communities and people we serve and our own Canadian North and Makivik team had the very best holiday.

What a year it has been for us to look back on. This past year has been one of the most important for our airline. The success of our merger was made possible by the tremendous hard work and passion from all teams across old First Air and Canadian North teams to form the New Canadian North for our customers. We were able to launch a unified schedule and brand seamlessly for our customers as we continue to fully integrate our operations. Our new service level, our improved schedules with better connection to smaller communities and generally our positive and caring approach and dedication to serving the people and communities in the North, will allow us to look for growth within our network with possibly new destinations and connections for our customers.

While launching our unified schedule and branding was no small feat and signifies significant progress, our work continues. We are committed to review every customer touchpoint to ensure we can

offer the best service possible and make all our customers proud. We will continue to invest in the business to offer air travel services that deliver a great customer experience tailored to the North. We want to include as many northern connections as we can to our service; whether it's our meal service partners at Big Racks in Iqaluit or our new meal service partners at Kuugaq Café in Cambridge Bay bringing you Northern flavours, we want to be able to bring local partners aboard with us.

It's important for us to see our airline continue to be involved in the communities we serve, developing new programs, events and ways for us to be part of the fabric of the communities. We hope to be able to inspire many in the communities to perhaps one day join our team as part of our flight crew or our office team.

Wishing everyone a healthy, safe and prosperous New Year. We hope to see you aboard soon. ♦



Minimum Wage AND YOU

On October 22, Canadians awoke to a minority Liberal Government in power. For this government, it will mean engaging into conciliation dances and cha-cha-cha discussions with the opposition parties' leaders. One electoral promise of the New Democratic Party, for raising the minimum wage to \$15 per hour, may become of interest. Yet, what is this "minimum wage" concept, and what is its scope of application?

In Quebec, the Labour Standards Act protects employees while notably defining minimal frames when it comes to wages. It, as a start, obliges employers to pay for all work done by employees, encompassing work done in training, trial, part-time, on commission, or otherwise. Your wage shall reflect at least the minimum wage if not negotiated otherwise. Unlike Inuit Landholdings, who cannot be more permissive than the laws or regulations of application when it comes to authorizing non-beneficiaries' sport activities in Category I and II lands, employers can only be more generous than the minimum wage¹ set from time to time by the Government of Quebec:

- General employment: \$12.50 per hour
- Employment with tips: \$10.05 per hour
This is for work with tips, i.e. whereby your clients usually give you money on top of your regular salary received from your employer, while working in a hotel, a table service restaurant, a campground, a bar, a food delivery restaurant, etc.

In comparison with other provinces and territories, in 2019, Quebec's general employment minimum wage was ranked seven out of 13:

1.	Alberta	\$ 15.00 per hour
2.	Ontario	\$ 14.00 per hour
3.	British Columbia	\$ 13.85 per hour
4.	Northwest Territories	\$ 13.46 per hour
5.	Nunavut	\$ 13.00 per hour
6.	Yukon	\$ 12.71 per hour
7.	Quebec	\$ 12.50 per hour
8.	Prince Edward Island	\$ 12.25 per hour
9.	Manitoba	\$ 11.65 per hour
10.	Nova Scotia	\$ 11.55 per hour
11.	New Brunswick	\$ 11.50 per hour
12.	Newfoundland	\$ 11.40 per hour
13.	Saskatchewan	\$ 11.32 per hour

Yet, you will need to qualify as an "employee" for the purpose of this minimum wage privilege, i.e. not falling into any of the exception categories:

- students working for a non-profit organization that has a social or community mission, like a summer camp;
- interns or apprentices in professional training programs recognized by the law, like articling students in law or interns in accounting;

¹ In special cases, there are other rates set for some industries, like for berry picking, etc.

- interns involved in training programs under a law called the *Act to secure handicapped persons in the exercise of their rights*;
- workers entirely paid on commission who work in a commercial activity off-site, and whose work hours are not controlled by the employer. For example, this would be the case for a telephone salesperson who makes calls from home and only receives commission on the sales made.

Your salary is payable by bank transfer, OR by cheque that can be cashed within two working days, OR in cash in a sealed envelope. Your employer shall pay you at regular periods not exceeding 16 days.² No matter how and when your employer is paying you, you shall receive a detailed pay slip, indicating all deductions so that you can calculate your net pay.

If you are paid a little more than the minimum wage, you may have the right to a salary increase if said minimum wage goes up. Here are three examples:

- You were hired to work at \$10.25 an hour. At the time, the minimum wage was \$10.15 an hour. If the minimum wage goes up \$0.35 the following year, your employer must increase your salary to at least the minimum wage.
- You were hired to work at \$12.50 an hour. At the time, the minimum wage was \$10.15 an hour. If the minimum wage goes up to \$10.35 the following year, your employer does not have to increase your salary since it is still above the minimum wage.
- You and your employer agreed together that your salary would be the minimum wage, plus \$0.75. In this case, your employer must increase your salary each time the minimum wage increases. When he does this, it's not because of what the law says, but because of what is in your contract.

Your salary is something that can be negotiated. Nothing stops you from telling your employer that because the minimum wage increased, it is only fair that your salary goes up accordingly. Check the news then, just in case this electoral promise for a minimum wage increase becomes a reality!

This legal tip aims at explaining to the Nunavik Inuit clientele in a general and broad manner some elements of the law applicable in Quebec and is not a legal opinion nor legal advice. For a legal opinion and advice, do not hesitate to consult a private practitioner (lawyer or notary). Makivik Legal thanks Educloï for its significant input in preparing this text. ♦

² The only exception is for a management position, whereby your employer may pay you once a month.

NUNAVIK NOTES

Alaku Re-elected by Acclamation

Adamie Delisle Alaku, Makivik's Vice President of Environment, Wildlife and Research, will serve another three-year term as head of the department. He was re-elected by acclamation on Dec. 11, meaning no one else applied to run for the position. Nominations for the Makivik executive role, and the position of Treasurer, closed Dec. 2 for the Jan. 16 election.

Originally from Salluit, Delisle Alaku, 38, was first elected in January 2014, and also re-elected by acclamation in 2017. He now lives in Kuujuaq and sits on a number of wildlife-related boards and committees, where he attempts to represent the best interests of Nunavimmiut. Delisle Alaku is also an accomplished musician and is fully tri-lingual in Inuktitut, English, and French.



CARSON TAGOONA



MIRIAM DEWAR

Tooktoo Honoured

Kuujuaq's Hannah Tooktoo has been named a Personality of the Year by Montreal newspaper *La Presse*.

The 24-year-old Dawson College art student and mother bicycled from Victoria, B.C., to Montreal over eight weeks last summer in an effort to raise money and awareness about Northern and Indigenous suicides. Along the way, she posted to social media and spoke with individuals and media organizations about her efforts.

Tooktoo raised enough money to pay all her own expenses and also offer a \$10,000 donation to Inukjuak's Unaaq Men's Association, one of the few organizations in Nunavik specifically mandated to help men who may be struggling.

Since 1946, the newspaper has chosen individuals for its Person of the Year title in different categories, such as Science and Sport, and an overall person of the year named since 1946.

Tooktoo received the award in the category of "Humanism." Her journey was also featured in the Fall 2019 issue of *Taqralik* magazine.

Hannah Tooktoo, left, on the steps of Parliament Hill in Ottawa last August with Makivik Corporate Secretary Rita Novalinga. Tooktoo was recently named a Personality of the Year by Montreal's La Presse newspaper.

Berthe Elected

After a 10-year absence from the Nunavik political arena, George Berthe of Kuujuaq is back as the Treasurer of the Makivik Corporation. He won the election in January defeating incumbent Andy Pirti and Raymond Mikpegak of Kujuaraapik.

George Berthe was previously with the Makivik Corporation as the Corporate Secretary from 1998 to 2010.



WILLIAM TAGOONA

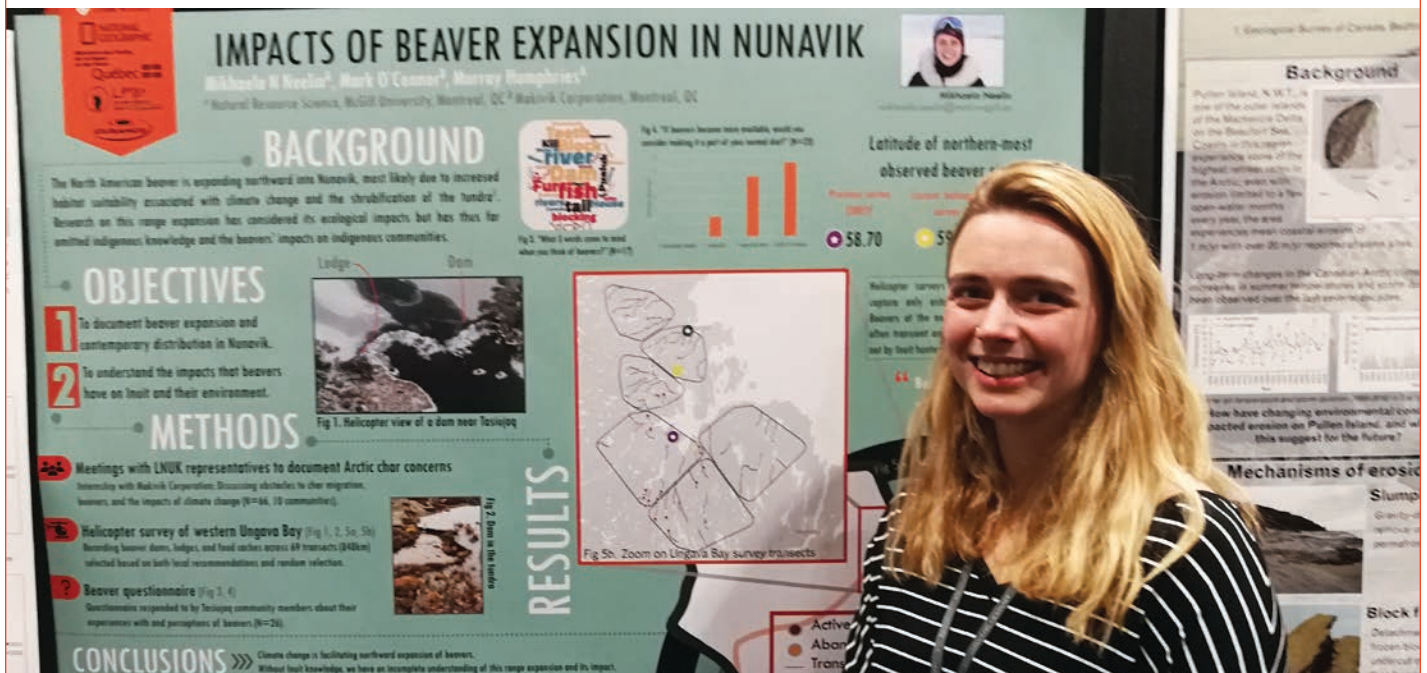
Beavers Migrating to Nunavik

One of the hundreds of research posters at the ArcticNet Annual Scientific Meeting held in Halifax December 2-5, 2019 belonged to McGill University student Mikhaela Neelin. She has been doing an internship at Makivik Corporation and studying the impact of beavers in Nunavik.

Here's how she describes her poster: "I'm looking at how beavers, because of climate change and the 'shrubification' of the tundra, [they] have moved farther North into Nunavik. And I'm looking at where they're expanding and how they're impacting people. I've been working mostly in Tasiujaq because they've expressed a special concern about beavers which have been blocking char streams."

Her research methods have included a helicopter survey, questionnaire with community members, and meeting with the Hunters and Trappers Association. Her conclusion is that the beavers are affecting food security as Inuit don't view beavers as an alternative form of meat.

Further south, Cree are used to beavers. They trap and eat them and use the pelts. Neelin says there are plans for a Cree trapper to visit Tasiujaq and share knowledge on how to trap and the best way to prepare beaver. It will help with managing the beaver in Tasiujaq and other communities in Nunavik. Finally, the Anguvigaq Hunters and Trappers Association held their Annual General Meeting in Chisasibi in November 2019, and discussed the issue of beavers heading to Nunavik.



STEPHEN HENDRIE

Aatami Named to Order

Air Inuit President and former Makivik President Pita Aatami has been named a Member of the Order of Canada.

Aatami, from Kuujuaq, was recognized for his contributions to the economic, social and political development of Nunavik.

The announcement was made at the end of December, and the award will be presented during a future ceremony, the date of which has not yet been released.

Created in 1967, the Order of Canada is one of the country's highest honours. Presented by the governor general, its website states it honours people whose service shapes our society, whose innovations ignite our imaginations, and whose compassion unites our communities. Aatami is one of 120 new appointments to the Order, which include five Companions (C.C.), 38 Officers (O.C.), and 77 Members (C.M.).

Aatami, 58, was also awarded Queen Elizabeth II's Diamond Jubilee Medal in 2012 and was named a Knight under the Ordre national du Québec in 2009.



© AIR INUIT

New Governors Appointed

Makivik Corporation swore in its Nunavik Governors on December 4. Two new governors have been appointed, Solomonie Alayco from Akulivik, left, along with Paulusi Novalinga from Puvirnituk, right. In addition to the two new appointments,

Minnie Etidloie, centre, from Kangiqsujaq was also sworn in and will continue her role as Nunavik Governor. The Nunavik Board of Governors is an honorary appointment that serves in an advisory role to Makivik's board of directors.



CARSON TAGOONA

Elders Conference Focuses on Inuktitut

The Avataq Nunavik Inuit Elders Conference was held in Kangiqsualujjuaq from Oct. 22 to 24, with 30 delegates from the 14 Nunavik communities, as well as the Inuit of Chisasibi, participating in the event, which happens every two years. This fall's gathering marked the 23rd edition of the conference.

The theme this year was focused on the Inuktitut language and participants were asked to share words that are no longer used today. In addition, Zebedee Nungak updated the delegates on the progress of the mandate that was entrusted to him on the Inuktitut language status in Nunavik.

A demonstration of a traditional technique of smoking caribou hide was presented by the Asimautaq local cultural committee of Kangiqsualujjuaq, the resulting leather of which can be used to make mittens. A small fruit picking activity and feast were also organized, which gathered the community and delegates together.

The Avataq Cultural Institute would like to thank all the sponsors of the conference: KRG, Makivik, Fédération des coopératives du Nouveau-Québec, the Nunavik Regional Board of Health and Social Services, Kativik Ilisarniliriniq, and the Landholding companies and Northern Villages of Nunavik.

A new Board of Directors was elected on Oct. 24, which includes; Josepi Padlayat, Salluit, President; Charlie Arngak, Kangiqsujuaq, Director; Caroline Palliser, Inukjuak, Director; Jeannie Nungak, Kangirsuk, Director; and Solomonie Alayco, Akulivik, Director.



Demonstration of a traditional technique of smoking caribou hide.

©ROBERT FRECHETTE X2

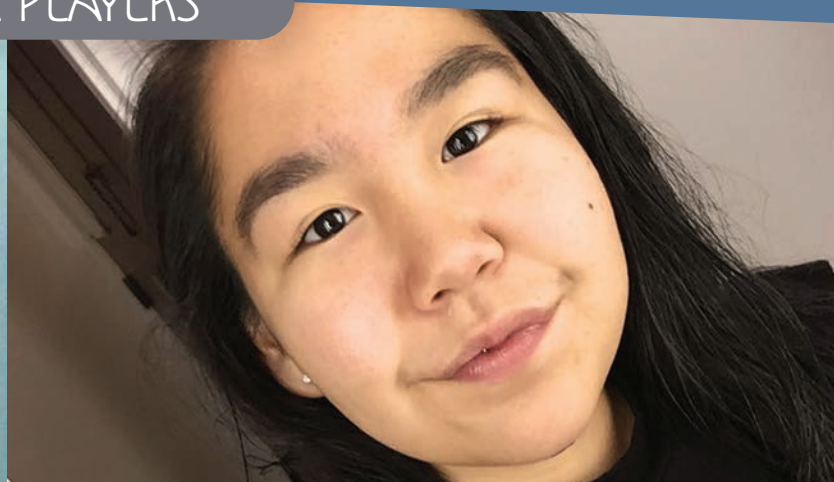


Participants of the Avataq Cultural Institute's Elders Conference held in October.

TAORALIK



MATTHEW CHARLIE NINGIURUVIK



SUSIE QULLIQ INUKPUK THOMASSIE

Full name:	Matthew Charlie Ningiuruvik
Birthday:	March 16, 1985
Place of birth:	Kuujuaq
Home community:	Quaqtaq
Role model:	James Ungalaq
Favourite food:	Country food
Occupation:	Unemployed
Most proud moment:	Finishing heavy equipment operator's training
Future goals:	To have a permanent heavy equipment operator's job
Best advice you can offer youth:	inuusiit uqittunut suungusisarnagu suungjuaqimata uqumaittunnut

Full Name:	Susie Qulliq Inukpuk Thomassie
Birthday:	Jan. 17, 2001
Place of birth:	Born and raised in Inukjuaq
Role model:	My grandmother
Favourite food:	Country food
Occupation:	I'm in Nunavik Sivunitsavut recently living in Montreal
Most proud moment:	Graduating high school
Future goals:	My main goal is to be involved with Tupiq ACT / Art and the other hand is psychology, if everything goes well.
Best advice you can offer youth:	Life is like walking on the tundra. It'll be smooth and easy, but at times it'll be rough, and you might twist an ankle, but it'll heal fast. You'll have to climb high or jump low, it is your choice to ask someone to help you to climb up or jump low, they might have better equipment than yours, but if you don't ask for help you can hit rock bottom. Do NOT be afraid to ask someone for help, please.

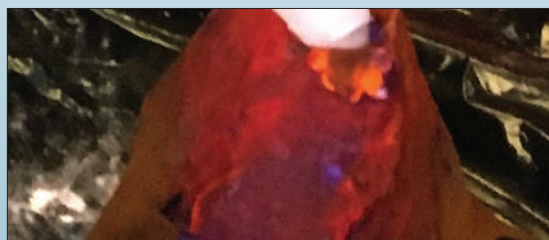
MYSTERY

PHOTO CONTEST

Congratulations to Stella Inukpuk who won the Mystery Photo Contest in issue 120 of *Taqralik*! You could win \$100 if you correctly guess what this mystery photo is. Mail your answer to the address below, or you can email your answer to mdewar@makivik.org. The winner of this Mystery Photo Contest will be chosen on March 13, 2020.

Mystery Photo Contest
Makivik Corporation
P.O. Box 179
Kuujuaq, QC
J0M 1C0
Stella Inukpuk

WHAT IS THIS ?



Summer Literacy Camps in Nunavik

Text and Photos Courtesy of Frontier College

Over the summer, while children are playing games, cooking, and meeting new people, they are setting themselves on a path to success. It may seem like fun and games, but Summer Literacy Camp is serious business.

A recent national study led by Frontier College and the Social Research and Development Corporation

highlights the relationship between improved literacy skills and poverty reduction. This study shows that the ability to decode and understand a variety of material (e.g., words, numbers, concepts) is a critical step on the pathway to not only employment, but also to broader social inclusion and success. Basic literacy skills are necessary to ensure full participation





in society and the overall well-being of individuals.¹ The study included more than 400 respondents from various sectors, 30 per cent of whom offer services to First Nation, Inuit or Northern communities.

A proud partner of Makivik Corporation and Air Inuit, Frontier College has been working in collaboration with Inuit communities and institutions since the 1970s to offer academic supports to school-aged children and workplace literacy and essential skills supports to adults across Inuit Nunangat. Since 2014, the Summer Literacy Camps

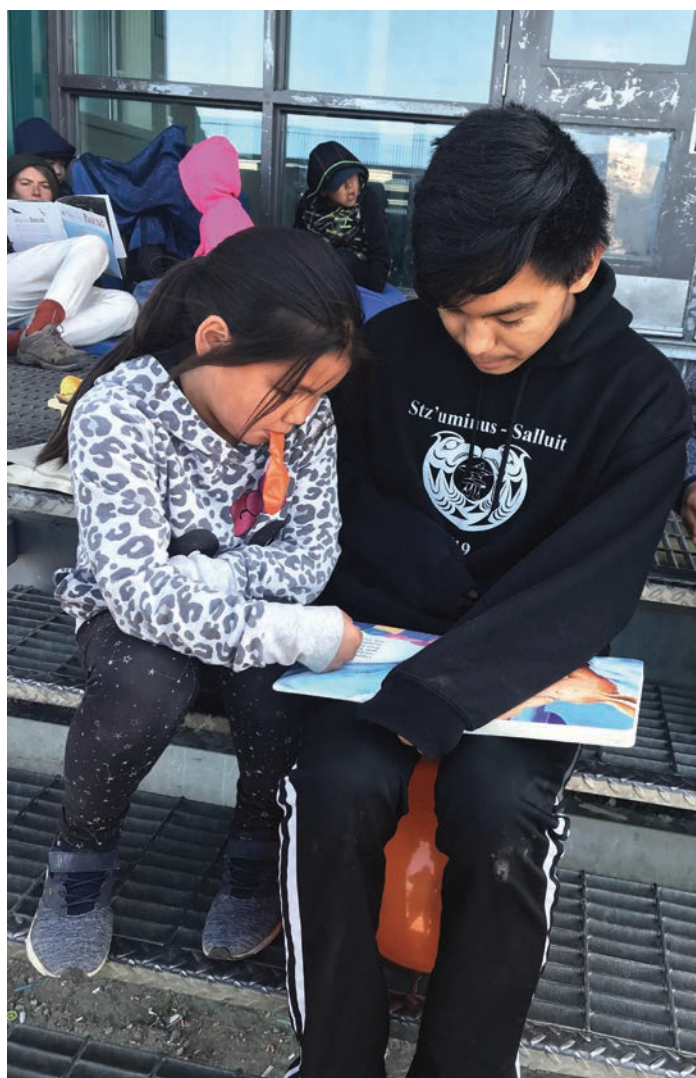


¹ Frontier College and the Social Research and Demonstration Corporation. *Literacy and Essential Skills as a Poverty Reduction Strategy*. Frontier College 2019.

have been one of Nunavik's most effective literacy initiatives. In collaboration with Kativik Ilisarniliriniq, these four-week camps are delivered in 12 of the territory's 14 communities. Last summer alone, a total of 713 children took part in daily activities that aim to reduce summer learning loss, which is when children lose skills and knowledge between school years, particularly children who are in the lowest socio-economic spheres of our society.

Summer Literacy Camps are in keeping with many of the best practices that surfaced through the research report. Programs geared to learner interests, wraparound supports and partnerships, holistic assessments of learners' needs, and contextualized content in the appropriate framework (i.e. cultural, traditional) help to provide a supportive and engaging environment for learning while enjoying the summer break.

These practices are at the heart of the Summer Literacy Camps, and have been since their inception. So, while there are plenty of literacy-embedded



activities to help kids explore the many ways that words and numbers are part of their lives, camp also includes storytelling; traditional and cultural activities including learning how to prepare seal skin, cook bannock and suvalik; and visits from local professionals from the municipality, the health, and/or education sectors.

Summer Literacy Camps offer families, at no cost, a varied curriculum that keeps children learning while they're having fun. With a focus on building and maintaining skills, Summer Literacy Camps are helping children empower themselves through engaged learning, which is one of the most powerful ways to set them up on a path for success at school, at home, and in their daily activities—for the summer and for years to come. ♦



THE ADVENTURE STARTS NOW!

