



Nunavut Tunngavik Incorporated

ANNUAL GENERAL MEETING

Iqaluit, Nunavut

October 23-25, 2018

Resolution #: RSA 18-10-10

Article 23 Implementation

Moved by: Levi Barnabus

Seconded by: PJ Akeeagok

WHEREAS Article 23 of the Nunavut Agreement commits the Crown in right of Canada to creating a territory in which Inuit political and economic participation respects our representative share of the population – approximately 85%; and

WHEREAS Inuit will only succeed, and achieve their self-determination aspirations, if they are employed at representative levels in Nunavut; and

WHEREAS Article 23 requires that Inuit Employment Plans show how and when all Government departments will achieve 85% Inuit representation – at all levels and in all occupations; and

WHEREAS the Crown, at both the federal and territorial levels, still has not developed and implemented Inuit Employment Plans that have a stated goal of 85% Inuit employment; and

WHEREAS the Governments' current Inuit Employment Plans do not lay out the specific steps that each department will take to achieve 85% employment, as well as the short and medium goals; and

WHEREAS there are still no Pre-Employment Training Plans detailing the special training initiatives that will be implemented to provide many Inuit with the skills they need to get government employment; and

WHEREAS the current Inuit Employment Plans do not identify the financial resources that will be used to achieve representative Inuit employment, including the cost estimates and budgets for necessary training; and

WHEREAS the current Inuit Employment Plans do not identify how the federal government and the GN will remove barriers to Inuit employment, such as inflated educational requirements, deficiencies in the hiring process, and language and cultural barriers; and

WHEREAS there are about approximately 500 Inuit in casual positions within the Government of Nunavut, many of whom should be hired permanently, or given further training and then be hired permanently; and

WHEREAS Inuit employment in Nunavut has remained at 50% for the last 20 years and the recent June 2017 PriceWaterhouseCooper Report estimates lost wages to Nunavut Inuit in government work forces due to the failure to comply with Article 23 to be \$1.284 billion from 2017 to 2023; and

WHEREAS the Crown has still not complied with the 2015 Settlement Agreement between the Crown and NTI, and economic harm to Inuit continues to grow;

NOW, THEREFORE, BE IT RESOLVED THAT the Members call on the Crown in right of Canada, at both the federal and territorial levels, to

1. clearly acknowledge in writing without delay, that compliance with Article 23 requires the preparation of Inuit Employment Plans and Pre-Employment Training Plans that address the deficiencies identified by NTI;
2. revise their Inuit Employment Plans to address the deficiencies, and promptly implement those Inuit Employment Plans, and
3. develop and implement adequate Pre-Employment Training Plans;

AND BE IT FURTHER RESOLVED THAT in the absence of the above happening, the Board of Directors take whatever political and legal steps it deems appropriate to provide full respect to the rights of Inuit under the Nunavut Agreement.

In Favour: All

Against:

Abstentions:

Carried:

Defeated: