

It is with great pleasure to announce that this 2020 year marks Tawich Construction's 30<sup>th</sup> anniversary. Tawich Construction was established in 1990 has grown throughout these 30 years, this would not have been possible without the commitment and pride our present and past employees have shown.

In order to commemorate this milestone, TCI has formed a committee to plan and implement events and activities to celebrate our 30 years of service and to show our appreciation to our community and past employees.

Due to the Pandemic, we the committee have not been able to implement any of these events. But as the restrictions are slowly being lifted, we do have events that are coming up; fishing derby – date TBD and a community barbecue that is scheduled for around the time of the AGA in September. TCI has purchased souvenirs such as caps, pop sockets, flags, glass mugs, lanterns, fishing lures and other items; thus far, we have given out fishing lures and lanterns to the people that went to the Old Factory Visit. So stay tuned to other events and activities that will be coming up in the months ahead.



Once again, we would like to thank everyone that has had in some way or form assisted in the growth of our company, from the bottom of our hearts – Thank You!

**Erica Linklater**  
Coordinator  
30<sup>th</sup> Anniversary Committee

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# Tawich Times

Quarterly Newsletter of Tawich Development Corporation

AUGUST 2020  
VOLUME 4 ISSUE 2

## TAWICH HOLDINGS CORPORATION PRESIDENT'S MESSAGE

Whatchyak Miswah!

The last few months have been quite challenging for everyone to say the least. We are in the middle of getting used to the new normal of going about our daily routines. Tawich being a business corporation also has to adjust and make do with what is occurring around us. I want to applaud and thank all our employees of a job well done. Some of our workforce that serve at our essential services businesses have done excellent work ensuring that our people can continue about their days knowing that we are providing the amenities and products they need.

Tawich would also like to thank the Public Safety Department for their consistent and vigilant work safeguarding our community from this virus. Furthermore, I want to acknowledge the people of Wemindji for their efforts in following the policies and procedures that have been put in place.

While we as a community have fought and done well in containing this virus, it is with a heavy heart that we lost an elder to this infection. Chief Fred Blackned had succumbed to COVID-19 on May 9, 2020. Chief Blackned played a vital role in the signing of

the JBNQA which has allowed the community to flourish following this agreement. We, at Tawich, would like to send our condolences to his family.

The Tawich Administration office and our local businesses will continue following all procedures to ensure the safety of all our employees and citizens of Wemindji.

This being my first message on our newsletter, I want to thank everyone that has welcomed me back to Wemindji. Being gone and experiencing life abroad for the past 30 years, hopefully will help and guide me in being a part of Tawich Holdings Corporation. Although, I have the title as President, I see myself as part of this team and I vow that I will be a good teammate to all the Tawich staff.

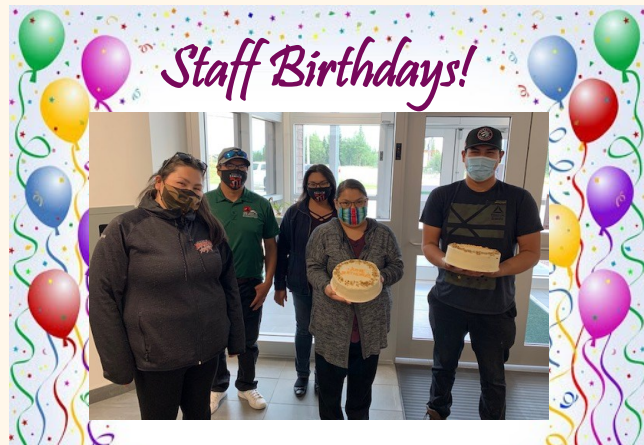
I want to encourage everyone in Wemindji to continue doing their part in containing COVID-19.

Thanks again to everyone! Take care of each other.

**Brant Blackned**  
President  
Tawich Holdings Corporation



*June Birthdays for Kerri-Ann, Earle, Miranda & Judy!*



*July Birthday for Tyler!*

*Our deepest condolences to our colleagues, Dana & Erica, and the family & friends of Late Jennifer Linklater-Morrison.*

*Before we moved to our new building, our Finance Department had the pleasure to work with Jennifer. She taught & guided our accounting staff in the fundamentals of finance.*

*We will always remember her compassion, her help and the support she provided to our Finance Team. She will be greatly missed!*



12 Tawich Road, P. O. Box 210  
WEMINDJI, QC J0M 1L0  
T: 819-978-3030 / F: 819-978-3039  
www.tawich.ca

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**Editor/Graphic Designer:** Judy Coon-Come, Corporate Strategic Manager  
**Associate Editors:** Kerri-Ann Hughboy, Interim Director of Human Resources  
**Photo Credits:** Judy Coon-Come, Tyler Coonishish, Yanick Hebert, Erica Linklater, Earle Danyluk & Margaret Danyluk

The next issue is expected to be out for distribution in November 2020.

# WEMINDJI TOURISM

Waachiyaakw Misiwaa,

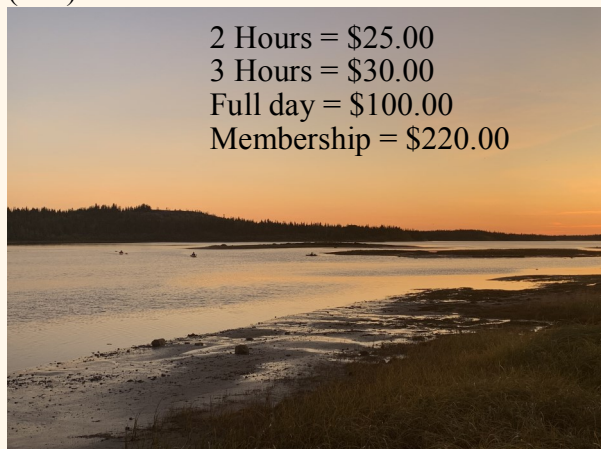
I hope every Wemindji Eeyou is safe and healthy during this COVID-19 pandemic. It has been a year since I moved into this beautiful community. So far, I have learned the dialect of Wemindji Cree and I have to say, my favorite word so far is "Piiyaguu". I will be honest, I do not want to be a piiyaguu guy around here or known as that- haha jokes! Other than all that, I see the beauty out on the bay, the surroundings of this community. I see why people has a lot of passion to be out there on the land and waters, it is a God given country. Keep it up with your Cree culture and traditions!

COVID-19 has left a big dent in the Tourism field; businesses across nation came to see their end. It will be years for Tourism to fully recover from this pandemic. ▶



However, Wemindji Tourism is fortunate enough to keep safe. Hoping one day we will start seeing tourists in our shores, for now it is better to keep our community safe and find a better timing to allow them back in our community.

For now, we have our Canoe and Kayak rentals still open for the public in Wemindji. Closing of our canoes and kayak rentals will be on September 6, 2020. If you are interested in renting our products, you can give me a call at (819)-978-7492. The rates are..



Wemindji Tourism is trying to host training for local people in Wemindji, if we are able to reach Phase 5 by the end of August, if not early summer 2021. The training we want to provide is Boreal River Rescue – Whitewater Rescue Technician (Level I, II & III) & Wilderness Canoe Risk Management. This program will allow individuals to become Certified International Canoe Guides. One day, we will add a Canoe Excursion package to tourists. This training is the first step to help me direct towards a successful outcome. Contact me for more information or if you are interested in signing up (limited spaces).



Another exciting thing to mention is Wiinipakw Tours (WT) will be providing coastal tours packages in the future. Wiinipakw Tours head office is in Waskaganish. Wemindji will be working closely with WT, we have Certified Captains and Assistant Captains that will partake with the tours and become employed under WT. We also have the Titan boat (parked behind the TDC building) to start running in coming weeks. We have ordered two new motors with 350 horsepower each! The shipment has been made and motors will be assembled to the boat. I am hoping to see the Titan in waters this August/September. Wiinipakw Tours have ordered a brand new boat – The silver dolphin, things are getting exciting! ▼



As for now, I want to Thank-You for taking the time to read my part and I would like to wish everyone a safe and happy summer season!

**Tyler Coonishish**  
Tourism Officer

# HUMAN RESOURCES NEWS

Greetings to all readers! Just to note that this HR department's submission for the Tawich Times covers from May 2020 to July 2020.

Since the departure of the previous Director of Human Resources, I took over the mandates/directives for the HR Department for TDC and TBDC. I started my position as Interim-Director of Human Resources on July, 22, 2020, as I was appointed by the Board of Directors. It's challenging but I'm thankful for this opportunity. I am confident that with the guidance and support of my Superiors, the HR department and our Tawich team, I will contribute success to the HR Department during my term as Interim-Director of Human Resources.

Our Tawich Administration Building has been in regular operations since the COVID-19 Pandemic. However, it's closed to the public until further notice, by appointment only. Our businesses have now returned to its regular operating hours. The Maquatua Inn Restaurant has opened its dining room at 50% capacity. We appreciate our staff and customers for respecting the 2 meter distancing, sanitizing of hands and wearing the mandatory face-masks. These guidelines are still in effect until further notice.

Wemindji is currently in phase 3 of the deconfinement plan. 50% of the employees from Tawich Business Development Corporation, Tawich Development Corporation and Wolf Camp Corporation that have been temporary laid off due to COVID-19 Pandemic have returned to work.

## New Recruitment

- ◊ Francine Snowboy – Janitor, TBDC
- ◊ Kaitlin Bush - Gas Attendant, Sibi Gas
- ◊ Dillon Hester-Chum – Cook, Maquatua Inn
- ◊ William Katapatuk – Cook, Maquatua Inn
- ◊ Jon Henry Mianscum – Cook, Maquatua Inn
- ◊ Alyssa Miniquaken-Ottereyes - Server, Maquatua Inn
- ◊ Stephanie Jonah - Chief Executive Officer, TBDC
- ◊ Devaughan Forrest - Accounting Clerk (Contract), TDC

In closing, I would like to thank all staff under Tawich Holdings Corporation for their dedication, commitment and hard work. Also, I would like to thank our customers/community members for their continuous support. Please continue to practice social distancing. Enjoy the rest of your summer.

**Kerri-Ann Hughboy**  
Interim-Director of Human Resources



## **PUBLIC NOTICES**

SUMMER HOURS	STATUTORY HOLIDAY
<p>Tawich Administration Office Summer Hours from Monday, June 8 to Friday, August 14:</p> <ul style="list-style-type: none"> <li>◊ Monday to Thursday: 9:00 a.m. to 5 p.m.</li> <li>◊ Fridays: 9:00 a.m. to 1 p.m. (afternoons off)</li> </ul> <p>The Office will return to its regular hours on Monday, August 17, 2020.</p>	<p>Our Tawich Administration Office will be closed on Monday, September 7, 2020, for Labour Day.</p> <p>Regular Hours will resume on Tuesday, September 8, 2020, at 9:00 a.m.</p>

# TAWICH BUSINESS DEVELOPMENT CORPORATION

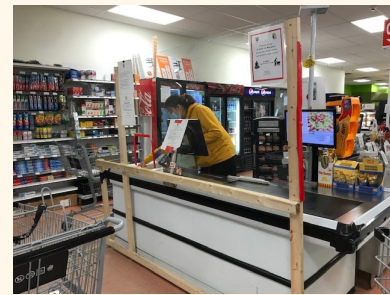
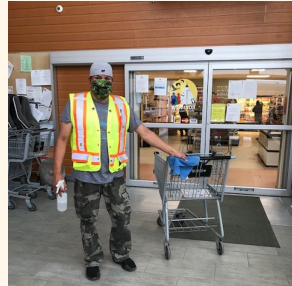
## CHIEF EXECUTIVE OFFICER'S MESSAGE

I am delighted to submit my first piece with the Tawich Times. I have been with the Tawich family since 2014 and worked at Tawich Construction (Eleonore) for 3 years and with Tawich Distribution 2 years. I was honored to have had the opportunity to serve the community as Director General for a year and half, it was a great experience and I cherish the memories, the working relationships with colleagues at CNW. With that being said, I am very excited to be back with the Tawich Family.

There are some new faces, new procedures in place with this global pandemic and we are working together to protect our staff, and our clientele. Our essential services have been working tirelessly to help protect the clients and do their best to bring in produce and products although some suppliers are dealing with back orders from manufacturing due to the pandemic.

I started as TBDC- CEO on July 6 and I want to thank Ms. Holly Danyluk for carrying out both roles as TDC and TBDC CEO. Ms. Danyluk and I have been working together to transfer information and continue on the files for the local businesses and those matters that involve Tawich Business Development Corporation. I have begun some preliminary planning on my action plans and working closely with the business managers.

I want to thank all of you who respect the guidelines set in place for your protection and I especially would like to thank the staff who work hard during this difficult and undesirable situation. Please take the time to offer some words of encouragement to essential workers and offer thanks for their hard work to serve our community, without the employees, there would be no klik or corn beef hash and especially poutine, lol. (A little humor never hurt anyone)



Certainly, every individual's patience has been tested and feeling the strains of adjusting to the new normal with wearing masks in public. I believe that we all deserve some slack with dealing with this pandemic. We are creatures of habit and we must work together to allow each other the time to adjust. I am grateful for the hard work of our Local Government, the Emergency Committee and the Director of Public Safety. I had the pleasure to observe Mr. Blackned at the workplace and he is a valuable asset during times like this.

If there is one thing that Wemindji does best, is coming together in unity during a time of crisis. A member of the Emergency Committee expressed that he has never witnessed a community coming together as Wemindji, with a team that includes the Tawich family, CNW DG and Administration, CMC, School Admin., etc... to ensure the safety of our community.

Let us continue to work together for the elders, children and our essential workers. We are always available, if you should have any questions regarding our businesses and its COVID-19 guidelines set in place.

BE SAFE, if you must travel outside of Eeyou-Itschee.

**Meegwetch nii, Stephanie Jonah**  
Chief Executive Officer, TBDC



# WOLFCAMP CORPORATION

## ASSISTANT DIRECTOR'S MESSAGE

Wolfcamp was operational during the COVID-19 pandemic to provide services to the Newmont workers. In early March, there were about 600 workers and then on March 31st, there were only 40 workers at the Newmont-Eleonore site.

Wolfcamp continued to provide services with a team of 4 workers at the Janitorial and 4 workers in the kitchen.

We had to adapt quickly to implement several COVID-19 procedures during this period, with our entire Wolfcamp team and also with our consultant, Ginette Bourgeois, in hygiene and safety—to be able to continue safely with the services in Newmont.

It was a difficult time for Wolfcamp during this period in March; we had to layoff more than 100 workers and it was not an easy time.

In May, the Government agreed to open the mines of Quebec. This was a good news for all the companies, including Newmont and Wemindji too; to restart working at a bigger capacity than 40 workers.

So now, on site at Newmont, we are about 400 workers at the mine. With Wolfcamp team, we have 19 workers in the kitchen per team and 13 workers in Janitorial, plus 2 Dry man and 2 Underground workers to provide services at the mine. We are very proud of them and also the sacrifices that they do!

We would like to thank all the workers: Wolfcamp team, Kitchen, Housekeeping, Industrial, Underground, Dry Man, Core Shack team, our Human Resources, Accounting Team and Tawich Development Corporation who were able to do a remarkable job from their office and also work from home to support the company, Wolfcamp, for the employees.

We hope that the entire Wolfcamp team will be safe at home, with your families, during this time and we are thinking of all of you; for your hard work in providing incredible services for all Newmont workers so that they can enjoy comfortably their stay on site.

Good job everyone, we really appreciated your hard work ;)

**Yanick Hebert**  
Assistant Director



# TAWICH CONSTRUCTION INC.

## INTERIM DIRECTOR GENERAL'S MESSAGE

**Waachiyahkw Misiwaa,**

Hello again everyone, on behalf of **Tawich Construction Inc.**, I would like to send greetings to the Eeyou of Wemindji and extended greeting to all of Eeyou Istchee.

Firstly, we would like to acknowledge and to express our gratitude to all past and current TCI employees for their valuable services. In 2020, Tawich Construction Inc. is celebrating the milestone of 30 years of operations. We recognize and attribute our success to all of our current and former members. We will be announcing and posting 30th anniversary events to happen very soon.

TCI is very proud to contribute in our nation building initiatives, to provide sustainable growth and employment opportunity for our local members. We are committed to the vision of past leaders as we hold strong in that belief and make it our mission to fulfill these important milestones. The involvement of our employees in the goal to be a self-sustainable nation is important, with the opportunities we instill pride in our members by contributing to community development.

In this particular edition of the TAWICH Newsletter and in these unprecedented times, we cannot fail to mention a new challenge facing us all. COVID-19 has affected us tremendously as the pandemic forced us to do mass layoffs of our operations at the Eleonore Mine. It is important to us to support our team and assist them as much as we can in these difficult times because we believe that these jobs give our employees the opportunity to support their families. We are doing everything we can to help eradicate the virus and resume our operations back to normal by complying and respecting all precautionary measures and protocol concerning COVID-19. TCI wishes to thank all the people in leadership and all health professionals for their tireless commitment to keeping our community safe. By being safe and respecting all precautionary measures, we can get through this together. Together, we will be stronger!

As you may know, Quebec has been hit the hardest with COVID-19 and all industries have felt a significant reduction right across the province. Despite this challenge, TCI is keeping vigilant for opportunities locally and in the region to submit and hopefully obtain works in our field.

In closing, I would like to say to all the members to be safe, wear a mask and have a safe & wonderful summer.

Meegwetch, thanks for reading,

*Earle Danyluk*

TAWICH CONSTRUCTION INC



Beaded logo made by Teresa Danyluk

# VCC GENERAL CONTRACTOR

## PRESIDENT'S MESSAGE

With the advent of the Coronavirus pandemic, all Quebec employers had to take all necessary measures to protect the health and ensure the safety and physical integrity of the worker. On construction sites, the Owner, General Contractor, employers and sub-contractors have the same responsibilities to ensure the health and safety of workers. Therefore, planning on the re-opening of the construction sites, VCC General Construction Inc. worked on a **BACK TO WORK PROCEDURES** for the workers and as soon as the Québec government allowed the re-opening of construction sites, on May 11<sup>th</sup> 2020, VCC General Contractor Inc. published its procedures in order to protect its workers but also the general public where it performed contracts.

Mostly, the Guide to **BACK TO WORK PROCEDURES** included the following:

1. Verification of the worker's health condition before mobilization to the work site by including in its procedure a questionnaire of COVID-19 survey;
2. A worker's transportation guide;
3. A guide on arrival of workers in the communities;
4. A planification of work on construction sites;
5. A guide on breaks and mealtimes;
6. A guide on camp life;
7. A guide on management of fa worker with symptoms;
8. A worker's agreement including the consequences of non-compliance of the terms and conditions of the agreement;
9. A sub-contractor agreement respecting the terms and conditions of the procedures.



During the lock down, some employees were working from home in order to keep up with the requirements of the company monitoring.

With this being said, we look forward and continuing our operations as soon as we get the green light to go.

It's always with great pleasure we continue to work with our community leadership for the safety & well being of our community as a whole.

**FRANK ATSYNIA**  
President



# TAWICH CONSTRUCTION INC.

## INTERIM PRESIDENT'S MESSAGE



## 30<sup>th</sup> Anniversary



Greetings All Everyone,

First of all, I would like to congratulate our TCI company for their many years of existence in the construction industry.

TCI has been one of the main contributors in developing and assisting in the realization of the beautiful community we all call home.

TCI contributed in developing skilled labours and trades. We have successfully completed many projects over the years within our community, as well as our region.

I want thank you all past, present, future employees for your commitment and dedication in helping TCI in realizing their Success.

Over the years, our TCI family has grown, our people have developed along with our company's success and with the dedication of all who have been there. Thank you, success is yours as much as it is TCI's.

We need to acknowledge our past, present leadership and employees for their commitment and sacrifices in helping us realize of our 30 years of operations.

Wemindji has always been one of the more innovated communities within our region. We have been very fortunate with the support we received from our leadership over the years. Together with the support of our members, leadership and our workforce, we were able to celebrate our success today.

Thank you all who have contributed in the growth of both our community and to our TCI family.

Thank you,

**FRANK ATSYNIA**  
Interim President

I would like to encourage everyone to look around the surroundings of our "BEAUTIFUL COMMUNITY".

Your contribution, commitment and dedication is a result in what we all call our beautiful community, a home, "WEMINDJI".