

# NUNAVUT WILDLIFE MANAGEMENT BOARD

## MINUTES - REGULAR MEETING No.5

16 - 18 NOVEMBER 1994  
DISCOVERY LODGE - IQALUIT, NWT

### Members and Staff:

Ben Kovic	Chairperson
Andy Theriault	Member
Joannie Ikkidluak	Member
Kevin McCormick	Member
David Igutsaq	Member
Gordon Koshinsky	Member
Marius Tungilik	Member
Malachi Arreak	Member
Jim Noble	Executive Director
Isabel Lindaoan	Administration Officer
Mary Nashook	Interpreter
Nick Arnatsiaq	Interpreter

### Not Available:

David Aglukark	Member(Weather out in Arviat)
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### Guests:

Honorable Silas Arngna'Naaq,	Minister of Renewable Resources
Joseph Handley	Deputy Minister, Renewable Res.
Christine Tanner	Executive Assistant
John Stevenson	Supt. Ren.Res. Baffin Region
Derek Melton	Director, Wildlife Mgmt. Ren.Res.
Tim Surette	Manager, Eastern Arctic Region, DFO
Daniel Pike	Biologist, DFO, Iqaluit
Gary Weber	Field Supervisor, DFO, Iqaluit
Lucassie Arragutainak	TEKMS Study - Sanikiluaq

Members of the Public at large  
Mayor of Cambridge Bay

### 1. Call to Order:

The Chairman convened the meeting at 9:20 a.m. Joannie Ikkidluak lead the opening prayer. The Chairman apologized for the disruption in having to re-schedule the meeting to Iqaluit. He extended a warm welcome to Board Members, to the Minister of Renewable Resources and guests.

## **2. Community Representatives:**

With the change in meeting location, there were no arrangements for community guest speakers.

Marius Tungilik asked about his swearing-in as an official member of the Board. The Executive Director advised that a Justice of the Peace would be arranged as soon as possible.

## **3. Review of Agenda:**

The agenda was approved with the following amendments:

- That the financial report be moved to later in the meeting so that the Minister of Renewable Resources would have time to make his report before departing.
- That the WHISP report be deferred to the next meeting.
- That an in camera session be planned for the Thursday session.

**(Motion 95-037)**

## **4. Approval of Minutes:** August. 9-11 (Lake Harbour)

It was noted that the Lake Harbour Minutes required corrections and improvements. It was decided the minutes should be redrafted for the next regular meeting. Gordon Koshinsky requested that the minutes be completed in a more timely manner to allow members to review prior to the meeting.

**(Motion 95-038)**

## **5. Financial Report:**

A review of the financial statements was provided by the Finance Committee. The Committee advised that a six month financial audit had been requested to assist with the fourth quarter variance report required by DIAND. The Executive Director and Finance Committee are to review the report prior to the Winnipeg meeting. Several errors were noted and questionable items reviewed.

**(Motion 95-039)**

## **6. Incoming/Outgoing Mail Log:**

The incoming and outgoing mail log was noted and copies of all correspondence were available for review

## **7. New Business:**

### **7.1 GNWT Renewable Resources**

#### **7.1.1 The Chairman offered the floor to the Minister of Renewable Resources.**

The Minister opened by commenting that the Department of Renewable Resources is committed to respecting the Nunavut Final Agreement in all Government programs, services, policy and legislation. If the Board makes recommendations on the management of wildlife, the Department of Renewable Resources is committed to making the necessary changes to implement these recommendations. To ensure the Department responds to requests from the Board, the Deputy Minister, Mr. Handley has been assigned to take the lead in coordinating activities with regards to the Board. The Minister highlighted some major initiatives of the Department of Renewable Resources:

- \* Through implementation funding, the Department has hired three regional land claim coordinators. These new staff will co-ordinate implementation of provisions of the claim with other staff, RWOs and HTOs. They will also work on resource development projects in the regions under the priorities of the RWOs.

- \* Formal Memorandums of Understanding will be developed with each of the HTOs. These agreements will be developed through discussions with each community, to provide clear relationships between officers and the community. The Department will also consider similar MOUs with the RWOs for regional staff.

- \* The Department also provides several grant and contribution programs that support Nunavut harvesters. Based on recommendations from the NWMB, the Department is prepared to make changes to these programs and delegate responsibility for them to the Board. It was proposed that a lump sum payment for the RWOs and HTOs would be made to the Board, allowing centralization and minimal accounting requirements of these funds.

- \* The Minister recently announced the replacement of the fur rebate program with the new Fur Pricing Program. The Department of Renewable Resources along with Economic Development and the Department of Fisheries and Oceans is currently looking at markets for seal skins. Until this review is completed, a limit of 5000 skins has been decided. The Minister would like the support of the NWMB for the following breakdown: 300 for the Inuvialuit, 700 for the Kitikmeot, 1000 for Keewatin and 3000 for the Baffin.

- \* The Department focuses on promoting the co-management of renewable resources with those who directly use the resources.

In this work the Department will require the assistance of the Board along with RWOs and HTOs in order to develop management plans. The Department of

Renewable Resources is requesting the Board to establish priorities for the work that Renewable Resources will undertake. The Department has considerable knowledge and expertise in this area and asks that the Board call on this to establish priorities.

\* The Minister will be negotiating with the Federal Department of Fisheries for the devolution of the responsibility for the management of freshwater fisheries and habitat. There will also be a request to DFO to establish an Arctic Region during their process of re-organization, which will focus their attention to the Arctic Ocean and the marine environment. The NWMB will be kept informed of developments in this area.

The Minister went on to say that he felt that the harvesting of wildlife can continue to sustain Inuit of Nunavut as an honorable occupation and is also an option for the youth in the future. He hopes that the Department of Renewable Resources can continue to work as a partner with the Nunavut Wildlife Management Board, RWOs and HTOs for management of the resources.

The Minister and Deputy Minister then entertained numerous questions from Board members regarding the Minister's presentation and other concerns with the Department of Renewable Resources. The Board requested more details on the fur pricing scheme in terms of species.

One major concern of Board members was how the Department of Renewable Resources was planning to review legislation to ensure conformity with the Nunavut Final Agreement. The Minister stated that the legislation was being reviewed however there are two issues, division and land claims and that possibly a new Nunavut Wildlife Act would be the way to proceed. It was noted that creating a new act or amending the present act could take up to three years.

A concern was raised over the financial arrangements with regard to Bathurst Inlet. The Minister was committed to review this issue. It was also noted that Holman Island had withdrawn its application for membership with Nunavut; however there has been no official notification.

**7.1.2** Derek Melton, Director of Wildlife Management for Renewable Resources, provided wildlife information items to the Board.

\* A generic Contribution Agreement for transferring funds from the Board to Renewable Resources for research on Victoria Island caribou and Beverly Qamanirjuaq caribou was presented. The Board requested time to review prior to signing.

\* A Thelon Management Plan update was presented. A management plan must be developed within five years under the NFA; two meetings have been held and a

consultant hired. A muskox survey was conducted this past summer. It was noted that the Board had not been approached for approval of this research. A committee meeting is planned for February and the Board is welcome to have representation at this meeting.

- \* Another item stemming from this discussion was the need for some procedure regarding review of research permits by the Board. This is a major concern and needs to be resolved.

- \* An update on the National Biodiversity strategy was presented. It was noted that the strategy will be endorsed in May 1995.

- \* The Conservation Areas Legislation study (clause 9.3.1) was deferred for discussion later in the meeting.

- \* Beverly and Qamanirjuaq caribou surveys reports are not completed to date, they will be forwarded to the Board on completion. It was noted that the Beverly herd is healthy with a count of approximately 250,000 animals.

- \* An update on the movement study on Qamanirjuaq caribou was provided. Several comments and questions by Board members followed the report. The Board also requested copies of reports regarding this study.(Handout #1)

- \* A Southhampton Caribou management update was provided. A commercial harvest quota of 4000 animals has been approved; there is potential for economic development. Board members had several comments and concerns regarding this herd. The opportunity to study sustainable harvest in the absence of predators was noted. The Board also noted that it felt left out of developments with regards to management of this population of animals.

- \* An update was presented on the Terrestrial Animal/Plant Contamination Study report. Different caribou populations have been sampled and it has been determined that contamination levels are low. Reports have been passed on to the Department of Health for their review and it has been noted that there is no health concern to humans although cadmium levels in caribou kidneys are of some interest. All reports will be forwarded to the Board. It was also noted that the Arctic Environmental Pollution Committee will be meeting in Iqaluit in March 1995 and the Board should participate.

- \* An update was provided on the Renewable Resources Habitat Conservation Program. The Department of Renewable Resources has published a report on critical wildlife areas for species under their mandate. The Department would like to know whether it should continue with this work and how consultation should take place.

\* An update was provided on the U.S. Marine Mammal Protection Act amendments. The U.S. Government has initiated an audit of Canadian polar bear management. The Board requested that they be kept informed on the developments in this process, and clarification on whether it applied only to polar bear.

\* An update was provided on the Polar Bear Management Agreements. Two workshops in February will be required to complete initial agreements for zones DS and SH. Once these agreements are complete, the Department will be looking at a total review of all management agreements. Board members spent considerable time expressing comments and concerns.

### **7.1.3 Report By Joe Handley, Deputy Minister of Renewable Resources.**

\* The Deputy Minister provided an update on the Renewable Resource Development Strategy. The strategy is made up of six sections, Fur, Wildlife, Forestry, Fisheries, Marine Mammals, and Agriculture. The objective is strategy completed by December 1995.

\* The next item was the Fur Strategy, a brief summary of Departmental activities was included. A Fur Pricing Program handout was provided to the Board. (Handout #2)

\* The new Firearm Legislation was discussed. The Department has been objecting to training requirements. It was suggested the Board may wish to write to the Minister of Justice, Hon. Allan Roch, regarding the issue of requirements for hunters in Nunavut.

\* In regard to RWO and HTO funding, the Deputy Minister indicated that 1.6 million dollars is being provided to these organizations by Renewable Resources. It was suggested that these funds might be turned over to the Board for distribution. The Board requested the Deputy Minister provide the Board with a specific proposal for review.

\* The last item was an update on Traditional Knowledge Policy. The Department has a mandate to gather traditional knowledge. The Department is seeking approval from Cabinet for a two year work plan.

### **7.3 Financial Investment**

Malachi Arreak reviewed developments with regards to investment of the Wildlife Research Trust funds with TAL Investments.

Lawyers for both TAL and the Board are reviewing an investment contract that has been drafted. Board members questioned the status of a trustee for the Board, it was reported that there had been no response from TAL Investment to date. It was

noted that a budget proposal had to be submitted by the Bowhead Knowledge Study Committee. Funds would have to be removed from term deposits to cover this budget. A question arose regarding whether there would be two trust funds, one for Research Funds and one for the Bowhead Knowledge Study. It was noted that one trust fund could probably be used for both funds. The Finance and Administration Committee requested formal approval to continue working with CIBC TAL Investments Inc. for investment of Board funds. **(Motion 95-040)**

#### **7.4 Bowhead Knowledge Study**

The Bowhead Knowledge Study Biologist provided the Board with a draft Bowhead Study Newsletter for review. It was noted that the Bowhead Committee had met once in Iqaluit and had since conducted two conference calls. There was some discussion on the frequency of the newsletter and budgeting for the project. The Board was provided with a Bowhead Harvest Update handout and a draft budget for the project. **(Motion 95-041)**

#### **7.6 Walrus Management Planning**

It was noted that letters had been received from Igloodik and Cape Dorset requesting that the Board make provision to allow sport hunting of walrus. Gordon Koshinsky presented a document he had prepared for the Board, entitled “Proposed Process for development of a co-management plan for Walrus in the NSA.”

It was suggested that the Polar Bear Management Plans might be a good model for walrus management planning. Considerable discussion followed on how to proceed with the process, on community concerns, international concerns and studies conducted previously. A fundamental question would be, who would lead in development of a management plan.

It was decided that this item would be carried forward to the Winnipeg meeting.

#### **7.7 DFO PRESENTATION - TIM SURETTE**

\* The Board was provided a briefing document (Handout #3), which included a Nunavut Fisheries update.

\* With respect to the turbot fishery and stocks, heavy fishing outside of Canadian waters indicate overharvesting and the FRCC is recommending reduced turbot quotas. The Cumberland Sound fishery could be affected by this reduction as it is considered part of the Davis Strait stock. The FRCC is also suggesting that an International Agreement may have to be negotiated. The Board should be participating in this process. Numerous questions and concerns were voiced by the Board members regarding this topic. The Board decision was that a letter should be drafted to the Minister requesting that the Cumberland Sound commercial quota

not be affected by possible reductions to quotas in Davis Strait. It was also noted that the Pangnirtung HTA was taking on more responsibility regarding the turbot fishery by under-fishing the quota, determining seasons, controlling equipment and removing same from fishing areas.

\* The next topic was sale of fish by beneficiaries. This issue has caused some concern with regards to legal interpretations of the claim. It was noted that if Renewable Resources takes to court the current case in Coppermine regarding selling fish without a license, this case will provide a legal interpretation of the Law. Board staff were requested to keep abreast of this case as there may be questions. It was recommended that the Board refer this question to the Implementation Panel for review and opinion.

\* An update was provided on the commercial fishing closure in the fall of 1993 on the Maguse River in the Keewatin. The HTO approved a complete ban on all gill-net fishing. It will require consultation with the RWO and finally by the NWMB. The request then would be forwarded by the Board to the Minister who would put the regulation into affect. DFO is to continue this consultation. KWF will have to consult and approve this recommendation.

\* The Keewatin arctic char stocks were discussed in general, and an overall decline was noted. DFO is doing research at the present time on these stocks.

\* Discussion was held on the Marine Mammal Regulations and the use of hard-point ammunition. There was discussion on the availability of 22 magnum bullets in retail outlets.

\* Other information items discussed were:

- Economic Development Agreement and status of Fisheries Initiatives
- International Whaling Commission
- Scientific Licenses for 1994
- Distemper in marine mammals
- DFO Implementation funding
- Priority planning process

All items were provided in the briefing documents to the Board (see Handout #3)

## **7.8 Selection of Contractor to design Harvest Study**

Gordon Koshinsky, Kevin McCormick and Malachi Arreak reported on their assessment of the six leading proponents. They recommended that the University of Manitoba Natural Resources Institute be offered the contract, with Arctic Biological Consultants identified as fall-back. **(Motion 95-042)**



## **8. Old Business**

### **8.1. SEBBC - Recommendations #1 and #10**

This item was forwarded to the next meeting.

### **8.2 NWMB By-laws and Operating Procedures**

The status of the NWMB By-laws and Operating Procedures were discussed. Further work is required. The Executive Director was assigned to close the contract with the consultants and discuss the balance owing. If the computer discs were retrieved from the consultants, the committee could make final changes in the document. Kevin McCormick offered to finalize the package.

It was also noted that the employee benefits package was near completion. An Edmonton firm had been contacted to obtain cost estimates for the package.

The Executive Director was assigned to review the Implementation Manual provided by NTI and provide the Board with a status report. ( Item 12 Lake Harbour To Do List ).

### **8.3 Clarifications or Amendments to NFA**

**8.3.1** The Board reviewed concerns about the Isabella Bay Conservation Area and the fact that there may be overlap between Conservation Area legislation and legislation regarding Inuit owned lands. There needs to be clarification of Clause 9.3.1. NTI has been requested to review this issue.

**8.3.2** It was noted that the deadline for establishment of the Basic Needs Level for Beluga, Narwhal and Walrus is fast approaching and the Board has to make a decision. It was noted that DFO had done work on this earlier and this could be reviewed. It was decided that this be discussed at the next meeting of the Board.

**8.3.3** Article 5.4.2 pertains to the start date for the Harvest Study. This date will be revisited.

### **8.4 Canada Greenland Joint Commission on Beluga and Narwhal**

It was noted that some Board members attended the meeting of the Canada/Greenland Joint Commission on Beluga and Narwhal in Pond Inlet in August. The attendance of the Chairman of NWMB was a very positive factor in this meeting. Consultation proceeded slowly at first but all delegates opened up later in the meeting. It was noted that David Mablick had resigned his position on the Commission due to a heavy workload. The Board had advised the Minister of

Fisheries and Oceans of Mr. Mablick's resignation and it is up to the Board to submit a name for a new Commissioner. It was recommended that the Board authorize the Chairman of NWMB to look further into the possibility of holding joint community meetings prior to the next Commission meeting. It was also recommended that the Chairman's name be submitted as the new Commissioner to replace Mr. Mablick. **(Motion 95-043)**

#### **8.5 Prince Leopold Island Bird Sanctuary Management Plan.**

The Board passed a motion approving the plan. **(Motion 95-044)**

#### **8.6 Research proposal “ Population Dynamics of Polar Bear in Western Hudson Bay”.**

The project had been approved in principle at the last meeting; however some questions needed further clarification. **(Motion 95-045)**

#### **8.7 Migratory Birds Convention Act and Canada Wildlife Act.**

The Board was to have written a letter to the Minister of the Environment expressing concern that the Board was not consulted prior to legislation being drafted.

#### **8.8 DFO - Other Issues -** Item forward to next meeting.

#### **8.9 Coastal Zone Conference/ITC Whaling Workshop**

A brief report on the Coastal Zone conference in Halifax was provided. Discussion centered around environmental issues and small whales. It was noted that many non-whaling countries are playing roles in whale management.

A further meeting organized by ITC was attended in Ottawa regarding whaling. This meeting was called due to pressure on Canada to join the IWC. The goal of this meeting was to establish a strategy to provide the Government.

The recommendation from this meeting was that ITC would draft a letter to the Minister of Fisheries and Oceans stating Inuit organizations would not support Canada in joining the IWC. Alternative organizations might be NAMMCO or the Canada/Greenland Joint Commission on Beluga and Narwhal. This would satisfy The Law of the Sea Convention that says every country must belong to some international organization that deals with marine mammal conservation.

### **9. Other Business**

#### **9.1. Nunavut Tunngavik Incorporated Request For Reimbursement**

This item was forwarded to the next meeting.

## **9.2. Arviat Hunters and Trappers Association 1994-95 Budget Proposal**

This item was forwarded to the next meeting.

## **9.3. Southeast Baffin Co-management Committee Financial Report**

This item was forwarded to the next meeting.

## **10. Requests for Funding**

**10.1 - 4, and 10.7 - 8 Request for Funding** - Forwarded to next meeting

### **10.5 Taloyoak HTA**

Taloyoak HTA has requested funding to purchase an old RCMP building for office/warehouse space. Reference was made by some Board members to a new funding program called Infrastructure Program run by Education Culture and Communications GNWT. It was suggested that the RWO in Kitikmeot be approached for funding assistance.

### **10.6 Request for funding assistance: Sanikiluaq proposal**

Lucassie Arragutainak of Sanikiluaq provided an update on the James Bay Project and the Traditional Ecological Knowledge and Management Systems (TEKMS) Study. The study is an attempt to provide the Government and the Scientific community with an Inuit perspective. Work has been ongoing on Land-use and Traditional Knowledge, GIS mapping of wildlife, sea ice etc. Sanikiluaq requires more funding to continue this project, to hold workshops, complete video and compile data. The funding request was for \$150,000. The Board advised that further consultation would be required and Sanikiluaq would be advised of the Board's decision.

### **Notes:**

### **Norway Conference**

The Department of Renewable Resources advised the Board of an upcoming conference called: "Circumpolar Aboriginal People and Co-management Systems Roundtable" to held May 24-28, 1995 in Norway. Department of Renewable Resources asked if the NWMB would support this meeting by providing funding. No decision was reached by the Board at this time.

A presentation was made to Kevin McCormick for his work with the Nunavut Wildlife Management Advisory Board during the meeting.

Marius Tungilik sworn-in as a member of the Nunavut Wildlife Management Board by Justice of the Peace, Andrew Tagak of Iqaluit.

### **In camera Sessions**

An in camera session was held Wednesday evening, Nov. 16 **(Motion 95-046)**

In camera session closed **(Motion 95-047)**

A second in camera session was held Friday morning, Nov. 18 **(Motion 95-048)**

In camera session closed **(Motion 95-049)**

The Board recalled issues arising from the in camera sessions. After some further discussion, several motions were passed:

\* The Executive Director was asked to investigate retention of a law firm for the Board, with a key consideration being that the firm have no conflict of interest involving other related organizations.

**Motion 95-050**

\* The Executive Director was asked to investigate rates of honoraria paid to Board members by other similar organizations.

**Motion 95-051**

\* There was discussions on polar bear management agreements and review of a number of problems common to a number of agreements.

**Motion 95-052**

\* There was discussion on holding polar bear workshops for populations SH and DS.

**Motion 95-053**

**Motion 95-054** Motion to establish full-time chairmanship for the Board

Motion to hold the next regular meeting of the Board in Arviat the week of January 30, 1995 **(Motion 95-055)**

Discussion followed on arrangements for the Winnipeg meeting. The Board agreed to continue the present meeting in Winnipeg the week of December 12, 1994. Motion to adjourn meeting and to reconvene in Winnipeg. **(Motion 95-056)**

**Minutes Approved By:** \_\_\_\_\_  
**Chairperson**

**Date:** \_\_\_\_\_

# NUNAVUT WILDLIFE MANAGEMENT BOARD

## RESOLUTIONS - MEETING No. 5

**IQALUIT, 16 - 18 November 1994**

## Resolution No. 037

Resolved that the agenda be adopted as presented with one exception, that the Board go in camera on Thursday morning.

Moved by: Andy Theriault                      Seconded by: Malachi Arreak  
Carried                      Date: November 16, 1994

## Resolution No. 038

Resolved that the Lake Harbour minutes be amended and re-drafted for the next regular meeting.

Moved by: Malachi Arreak                      Seconded by: Kevin McCormick  
Carried                      Date: November 17, 1994

## Resolution No. 039

Resolved that the 30th October 1994 audited Financial Statements be accepted with noted adjustments.

Moved by: Kevin McCormick                      Seconded by: Malachi Arreak  
Carried                      Date: November 18, 1994

## Resolution No. 040

Resolved that the NWMB accept the Financial and Administration Committee's recommendation that CIBC/TAL be used to invest the Board's Wildlife Research Funds.

Moved by: Malachi Arreak      Seconded by: Andy Theriault  
Carried      Date: November 18, 1994

#### **Resolution No. 041**

Resolved that the Bowhead Knowledge Study Report be accepted as presented.

Moved by: Andy Theriault                      Seconded by: Malachi Arreak  
Carried                      Date: November 17, 1994

#### **Resolution No. 042**

Resolved that the Board accept the recommendation of the Selection Committee in regard to:

1. Awarding of the contract for design of the Wildlife Harvest Study to the Natural Resources Institute, University of Manitoba.
2. Assigning NWMB staff to draw up the appropriate contract documentation and make the necessary administrative arrangements for its initiation.

Moved by: Andy Theriault                      Seconded by: Kevin McCormick  
Carried                      Date: November 18, 1994

#### **Resolution No. 043**

Resolved that the NWMB recommend to the Minister of Fisheries and Oceans that Ben Kovic, Chairman of the NWMB be appointed to the Canada/Greenland Joint Commission on Beluga and Narwhal.

Moved by: Gordon Koshinsky                      Seconded by: Marius Tungilik  
Carried                      Date: November 17, 1994

#### **Resolution No. 044**

Resolved that the NWMB approve the Prince Leopold Island Bird Sanctuary Management Plan.

Moved by: Andy Theriault                      Seconded by: David Igutsaq  
Carried                      Date: November 17, 1994

#### **Resolution No. 045**

Resolved that the NWMB supports the research proposal regarding the "Population Dynamics of Polar Bear in Western Hudson Bay" and that; the approved financial assistance be provided to CWS.

Moved by: Gordon Koshinsky                      Seconded by: Andy Theriault  
Carried                      Date: November 17, 1994

**Resolution No. 046**

Resolved that the Board move to an in-camera session for 7:30 p.m., November 16, 1994.

Moved by: Andy Theriault                      Seconded by: Kevin McCormick  
Carried                      Date: November 16, 1994

**Resolution No. 047**

Resolved that the in-camera session be closed.

Moved by: Joannie Ikkidluak                      Seconded by: David Igutsaq  
Carried                      Date: November 16, 1994

**Resolution No. 048**

Resolved that the Board move to an in-camera session.

Moved by: Andy Theriault                      Seconded by: Malachi Arreak  
Carried                      Date: November 18, 1994

**Resolution No. 049**

Resolved that the Board close the in-camera session.

Moved by:    Seconded by:  
Carried                      Date: November 18, 1994

**Resolution No. 050**

Resolved that the Executive Director be requested to investigate the retention of a Legal Firm for the NWMB and provide a final recommendation to the Board at their Winnipeg meeting.

Moved by: Andy Theriault                      Seconded by: Kevin McCormick  
Carried                      Date: November 17, 1994



## Resolution No. 051

Resolved that the Executive Director be directed to investigate, fully, the rates of honorarium that is provided by organizations or agencies involved in activities similar or closely related to the activities of the Board.

It is requested that the Executive Director provide the final recommendation at the Winnipeg meeting. This should include the level of rates to apply to the NWMB members, recommendation should also address the matter of extra hours dedicated to "Board Activity" over and above a normal daily number of hours. Government agencies representatives or representatives of Non-government agencies appointed to the Board and already being compensated for full-time positions do not get paid Honorarium. The equivalent values of honorarium shall be reimbursed to non-government organizations.

Moved by: Andy Theriault                      Seconded by: Kevin McCormick  
Carried                      Date: November 17, 1994

## Resolution No. 052

Resolved that the NWMB reaffirms its support for inter-community co-management agreements as a main component of polar bear management in Nunavut:

The NWMB notes that, up to a point, the higher the proportion of males taken the higher the total allowable harvest;

The NWMB notes that hunters have worked hard to follow quotas set in agreements but, also noted that some communities have difficulty achieving high proportions of males in the harvest;

The NWMB requests DRR be flexible in considering management mechanisms for ensuring the harvest are sustainable;

The NWMB supports the holding of meetings, if possible, to be added regional wildlife organization meetings this winter, where this issue can be discussed. An NWMB representative shall be invited to be present at these meetings.

Moved by: Marius Tungilik                      Seconded by: Andy Theriault  
Carried                      Date: November 17, 1994

**Resolution No. 053**

Resolved that NWMB supports the holding of meetings this winter to proceed with producing co-management agreements for Nunavut communities hunting polar bears in populations SH and DS.

The NWMB will be invited to attend these meetings and will be invited to act as Chair.

The NWMB continues to support the attendance of governments and harvester representatives from Ottawa, Labrador and Quebec in these meetings, so that options for additional interjurisdictional hunter to hunter umbrella agreements can be explored for these two populations.

Moved by: Marius Tungilik                      Seconded by: Malachi Arreak  
Carried                      Date: November 17, 1994

**Resolution No. 054**

Resolved that the NWMB confirm the decision made to implement a permanent Chairmanship for the Board. As per the attached recommendations and statement from the Board.

Moved by: Andy Theriault                      Seconded by: Kevin McCormick  
Carried                      Date: November 18, 1994

**Resolution No. 055**

Resolved that the next regular meeting of the Board will be in Arviat the week of January 30, 1995.

Moved by: Malachi Arreak                      Seconded by: Kevin McCormick  
Carried                      Date: November 18, 1994

**Resolution No. 056**

Resolved that the meeting be adjourned at this time and reconvened in Winnipeg the week of December 12, 1994.

Moved by: Andy Theriault                      Seconded by: Kevin McCormick  
Carried                      Date: November 18, 1994

## **MOTION FOR BEN**

- Further to previous discussions and communications exchanged by Board Members it is confirmed that effective the 1<sup>st</sup> of November 1994 the position of Chairman of the Nunavut Wildlife Management Board is formally recognized as a full time position.
- It is recognized that the workload and implementation phase of the Board activities and programs require full attention and dedication by the Chairman.
- The Chairman of the Board shall be relocated to Iqaluit. Office accommodation and staff support shall be provided by the NWMB Office.
- Pay and Benefits for the position has been set at the following rates. Those rates are subject to final confirmation by the Board prior to 15 December 1994.
- Rate of Pay - \$85,000.00 per year (this interim rate of pay is subject to confirmation that its level is to adhere to level established in comparable position relevant to roles and functions held by government or non-government agencies management staff in the Nunavut area).

### Summary of Proposed Benefits for NWMB Staff

- |    |  |  |
|----|--|--|
| 1. | Superannuation/RRSP:                       | 4% of annual gross salary paid monthly.  |
| 2. | Death Benefits:                            | 1.5 times annual salary.   |
| 3. | Medical Benefits:                          | 80% of eligible expenses.<br>\$25 Deductible – single.<br>\$40 Deductible – married. |
| 4. | Accidental Injury/Death:                   | No cost to employee.   |
| 5. | Short-term Disability:<br>(up to 4 months) | 66% of annual salary.  |
| 6. | Long-term Disability:                      | 66% of annual salary.  |

- |     |                             |  |
|-----|-----------------------------|--|
| 7.  | Dental Care:                | 80% of eligible expenses.<br>\$25 Deductible.<br>No cost to employee.<br>Eligible after six (6) months of continuous employment.   |
| 8.  | Travel Insurance:           | \$500,000 per person<br>Includes NWMB members and staff.<br>No cost to employee.   |
| 9.  | Sick Leave:                 | 15 days/year<br>Certificate required for more than three consecutive days.   |
| 10. | Annual Leave:               | 15 days per year for first five years.<br>20 days per year after five years of service.<br>25 days per year after 10 years of service.   |
| 11. | Maternity Leave:            | 80% of annual salary (plus benefits) for 24 weeks.   |
| 12. | Education Leave:            | Negotiable.  |
| 13. | Compassionate Leave:        | Up to five days. Travel costs will not be covered.   |
| 14. | Vacation Travel Assistance: | The cash equivalent of one economy return airfare for the employee and dependents to the nearest southern centre – Ottawa, Winnipeg or Edmonton. The Employee will be eligible after six months of employment.<br>Paid at the beginning of each fiscal year. |
| 15. | Medical Travel Assistance:  | The NWMB will consider costs not covered by the GNWT on a case-by-case basis.  |
| 16. | Accommodation Allowance:    | Single: \$450/month<br>Married: \$900/month<br>Paid monthly.   |
| 17. | Settlement Allowance:       | Single: \$4,000 per year<br>Married: \$6,000 per year<br>Paid monthly.   |
| 16. | Relocation Benefits:        | 3,000 pounds for employee and each person of the immediate family.   |

The NWMB will not pay for a house-hunting trip.

The NWMB will pay the living and accommodation costs for up to seven days while accommodation is being arranged.

Longer periods may be approved by the NWMB.

Similar relocation benefits will be provided for employees who leave the NWMB; after two years of service.

The NWMB may consider a degree of assistance after shorter periods of employment.

19. Performance Bonus: Employees will be eligible for an annual performance bonus of 0-5% based on the employee's annual appraisal. Performance bonus will be added to the previous base salary to establish a new base salary for the first five years; up to the established maximum base salary for the position. Performance awards will be paid as a cash bonus thereafter.
20. Cost of Living Increment: Salary scales will be subject to an annual cost-of-living increment which shall be established by the NWMB.

These benefits will be subject to annual review by the NWMB.

- The Chairman initially shall dedicate special efforts and labour in the following fields of activity:
  - a) Establish firm and meaningful relationship and communications with:
    - The Nunavut Tunngavik Inc.;
    - The Nunavut Land Claims Implementation Panel;
    - The Department of Indian Affairs and Northern Development;
    - The Department of Fisheries and Oceans;
    - The Department of Renewable Resources (Gov't. of the NWT);
    - Environment Canada;
    - Makivik Corp.;
    - The Inuvialuit Game Council;
    - Inuit Tapirisat of Canada;
    - Joint Commission on Beluga and Narwhal;
    - Others as identified by the Board from time to time.

- Ben had to quit job with NWT Gov't.
- LWOP when required to work for Board for day at the time.
- Full time Chairman
  - required to provide leadership and direction to staff and program.
  - would be required to move and more represent Board at Meetings and on Committee specially affecting the Boards and its start up activities.
  - a position description which requires to be further described and finally approved at meeting in December.
  - include disciplinary section
  - salary must be commensurate with position.
  - important that the Executive Director and Chairman positions be clearly and concisely described avoiding conflicts and difficulties.

Not a job description but an outline of his anticipated roles and functions as head of the Board and appointments to specific Boards and Committees.

- |                        |  |
|------------------------|--|
| 85K                    | <ul style="list-style-type: none"> <li>- Pay should be commensurate with the position</li> <li>- the senior position of our Board.</li> </ul>                                |
| Apply same benefit →   | <ul style="list-style-type: none"> <li>- Approve requested from Board, in principle.</li> <li>- Benefits to be same as those provided all staff.</li> </ul>                  |
| # Can wife get housing | <ul style="list-style-type: none"> <li>- Housing – to be received by ED at the earliest possible time. If required housing subsidies will be considered by Board.</li> </ul> |