



The GDI Communicator is an internal newsletter intended to increase communication between management and staff of the Gabriel Dumont Institute of Native Studies and Applied Research

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2017 APS: Labour Market Experiences of Métis

By James Oloo

Statistics Canada released a report titled 'Labour market experiences of Métis: Key findings from the 2017 Aboriginal Peoples Survey' on November 26, 2018. The report examines the labour market experiences of Métis who are employed, unemployed, and not in the labour force. It also identifies possible interventions to enable those without jobs to find employment.

The 2017 Aboriginal Peoples Survey (APS) covers the whole country and the report is not Saskatchewan-specific. Nevertheless, it sheds light on some of the issues that are of relevance to Gabriel Dumont Institute and Métis Nation—Saskatchewan.

Métis has the fastest population growth rate among Indigenous peoples of Canada, rising 51% between 2006 and 2016. Over 21% of the Métis population is aged 15 to 24 years, while 50% are core working age adults between ages 25 to 54 years.

Skills and Employment
Employment rates for Métis varied with level of education, and were higher among those with a university degree (79%) than among those with a high school diploma (64%) or those with less than a high school diploma (36%).

Métis population has made significant gains in high school and post-secondary completion. In 2016, 46% of Métis aged 15 and over had completed a post-secondary certificate, diploma, or degree, up from 40% in 2006. The percentage with less than a high school diploma dropped from 34% in 2006 to 25% in 2016.

Type of Employment

A majority (85%) of employed Métis 15 years and older had a permanent job. Another 4% worked a seasonal job, 6% worked a temporary, term, or contract job, 4% worked a casual job, and 1% worked a job that was in some other way non-permanent.

Some people choose to work part-time by personal preference, or because they are caring for children or attending school. Others work part-time because they cannot find full-time work, often due to economic or business conditions.

According to the 2017 APS, one in five employed Métis worked part-time (less than 30 hours per week at their main job). Youth aged 15 to 24 were most likely to work part-time (40%), followed by those 55 and older (22%). People in the core working age group were the least likely to work part-time (12%). Women (27%) were more likely to work part-time than men (12%).

Two-thirds of youth working part-time reported doing so because they were going to school. Over one-fifth of core working age Métis women were working part-time to care for their children. About one in four (26%) Métis worked part-time because full-time work was not available.

Barrier to Employment

The 2017 APS identified barriers to employment faced by Métis. These include: 1) a shortage of jobs, 2) inadequate education and training, 3) lack of work experience, and 4) not having a reliable means of transportation to get to work.

Those Out of Labour Force

The main reasons given by Métis for not being in the labour force (that is, not employed and not actively looking for work) despite wanting to work included having an illness or disability (37%), going to school (16%), believing no work was available (8%) and caring for their children or family member (7%).

Among Métis not in the labour force, 79% of youth, 41% of core working age adults, and 10% of older adults, aged 55 years and over, expected to enter or re-enter the labour force in the next year.

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Saskatchewan Urban Native Teacher Education Program (SUNTEP)

Employee Luncheon in Prince Albert a Success

By James Oloo



Sheila Pocha, Head SUNTEP Saskatoon

Employee luncheons are often an effective incentive in the workplace, especially when it comes to improving morale.

While income and hours are two key factors that determine whether employees chose to quit or stay, a survey showed that about 65% of dissatisfied employees cite the reason as not feeling valued. These feelings go hand in hand with engagement in a company. Luncheons are one of the effective ways to make employees feel like engaged team members and not outsiders.

Last month, HR Director Jim Edmondson, Angela Letendre (a member of Faculty at Dumont Technical Institute), and a number of program supervisors in Prince Albert, organized a 'morale

luncheon' in Prince Albert. The luncheon was intended to boost staff morale and to allow staff from all the various programs operating in Prince Albert to interact and understand what other programs do and how they intertwine.

"The lunch was a huge success! We had 20 staff from all three floors of the building attend and the reviews/comments were that they loved the idea of getting together to break bread," Angela Letendre said. Angela noted that the timing of the luncheon was good because "Leah (Dorion), Jed (Huntley), Tammy (Cummins) and I had been talking about doing something like this for years." It also happened that many of the Institute staff members in Prince Albert have been thinking of how to honour Stan Kolosa, who is one of the

longest serving Institute employees.

As Angela stated, "It was nice to use the idea of Stan's legacy after he leaves us as the impetus to put the plan for the luncheon in effect. I know Stan really appreciated the acknowledgement and was happy about the event."

All the 20 employees who were at the luncheon received stress balls that were donated by the Saskatoon Problem Gambling as a gift to use to de-stress when necessary. The de-stress balls have a happy face image on them.

As the luncheon was so successful, future employee luncheons have been planned and it is anticipated that employee engagement in the Prince Albert and other locations will continue to grow. 🌍



SUNTEP graduates have gained excellent reputations as teachers and role models in schools across Canada. Their training combines a sound academic education with extensive classroom experience and a thorough knowledge of educational issues.

PROGRAM FEATURES

- a four-year, fully accredited Bachelor of Education program, offered by the Gabriel Dumont Institute in cooperation with Saskatchewan Learning, the University of Regina and the University of Saskatchewan
- the program is offered in three urban centres -- Prince Albert, Saskatoon, and Regina
- focus on Native Studies and cross-cultural education with an emphasis on Métis and First Nations history and culture
- a solid foundation in the theories and skills of teaching enhanced each year with classroom experience

Flu Season: What Does Sage Have To Do With It?

By Candace Schiele

Have you ever been the unlucky individual who has been sneezed on by someone with the flu? Flu is a contagious respiratory illness that is caused by influenza viruses. The virus infects the throat, nose, and sometimes even the lungs. Health Canada estimates that between 10 and 25 percent of the population gets the flu each year.

New studies show that the influenza flu virus can be spread not only through coughing and sneezing, but also through breathing. According to Dr. Milton, a professor of Environmental Health at the University of Maryland, their team found

that the flu virus contaminated the air around the infected individual just by breathing, without coughing or sneezing. The flu is spread by breathing, sneezing and talking when droplets land on your eyes, mouth and nose.

Although symptoms of the cold and flu are somewhat similar there are differences. In general, the flu is more severe than a common cold. Symptoms of the flu can include; fever, chills, sweats, muscle aches, sore throat, cough, sneezing, stuffy nose, headache and fatigue. The National Center for Immunizations and Respiratory Diseases state that a cold doesn't generally result in

serious health problems, such as pneumonia, bacterial infections, or hospitalizations like it could with the flu.

One very effective way to clear the air is by burning sage. According to a Krueger and Reeds article on the Biological impact of small air ions, negative ions that are released when a space has been smudged with Sage have been found to help [fight the influenza virus](#).

There are a number of effective prevention measures that can lower the risk of getting the flu virus. These, according to Centres for Disease Control and Prevention, include the following.

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Labour Market Experiences of Métis ... Continued from Page 1

When asked what intervention programs would help them most to find work, education (20%) and skills training (21%) were among the top responses. Childcare assistance was reported by 23% of core working age women. Young Métis cited work experience (26%) and resumé writing skills (22%).

Entrepreneurship

Among Métis who are working, about one in seven were self-employed: 43% owned a business, and 32% had employees. Men (50%) were more likely to own an incorporated business than women (32%).

Most (91%) self-employed Métis did not receive outside assistance (e.g. financial assistance, writing business plans, information on business opportunities, procurement programs, help establishing business contracts, and training/development programs) for their business.

It is remarkable that similar barriers continued to be faced by Métis in Saskatchewan. However, through its various interventions, partnerships, and experienced staff across the province, Gabriel Dumont Institute has enabled its clients to overcome some of these barriers.

For example, the GDI Indigenous Apprenticeship program has created over 340 jobs since April 2017. Over 890 clients accessed GDI Training & Employment programs in 2017-2018, including 713 who found employment after completing interventions.

Regarding work experience, the Institute's summer student program, and partnership with the Saskatchewan Research Council (SRC) in the SRC's Aboriginal Mentorship Program continues to provide opportunities for paid work and mentorship to several post-secondary education

students. The GDI Pathways for Entrepreneurship program also supports Métis entrepreneurs.

Métis in the Community

Métis are active members of the communities they live in. Nearly three in four (73%) Métis helped out in their community at least once a month. Furthermore, over two in three (68%) reported helping people out on their own, not on behalf of an organization, for example, by caring for someone's home, driving someone to an appointment, visiting the elderly, shoveling snow, or doing unpaid babysitting.

The full 2017 APS report is available at <https://www150.statcan.gc.ca/n1/en/catalogue/89-653-X2018002> or by clicking on: [Labour market experiences of Métis: Key findings from the 2017 Aboriginal Peoples Survey.](#)

Gabriel Dumont Institute Publishing Department



Karon Shmon (left), David Morin, Angie Caron, and Norman Fleury



Dr. Thomas Chase, Provost, University of Regina, presents Darren Prefontaine with the 'Book of the Year' award

HR News: Doctor's Note For Sick Days

By Jim Edmondson

On October 23, 2018, the Government of Ontario announced Bill 47, 'Making Ontario Open for Business Act, 2018' which includes a near-full repeal of Bill 148, the Fair Workplaces, Better Jobs Act, 2017. The new Bill, which was tabled by the governing Ontario Progressive Conservatives would, among other actions, repeal a provision the previous Liberal government amended the provincial Employment Standards Act to prohibit employers from requiring a doctor's note for "personal emergency leave," which includes personal illness or injury.

The Progressive Conservatives' new bill would also allow employers "to require evidence of entitlement to the leave that is reasonable in the circumstances."

The proposed legislation aims to "bring jobs and investment back to our province by lightening the burden on business and making sure that hard work is rewarded," said a statement from the Ministry of Labour.

The PC Government of Ontario is facing heavy opposition to the Act from trade unions, social advocacy groups and the Canadian Medical Association

(CMA). Unions have raised concerns about burden of proof and the punitive nature of requiring verification from a doctor on each absence.

Gabriel Dumont Institute, in conjunction with Article 16 of the collective bargaining agreement (CBA) between the Institute and its unionized employees does not currently require employees to furnish medical notes for each occasion of absence. Doctors' notes are only required in response to longer terms of absence to ensure that the employee is fit for return.

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Leah Marie Dorion
Photos courtesy of GDI



Indigenous Apprenticeship (2017-2021)



Photo by George Gingras

Apprenticeship numbers as of September 30, 2018:

- 366 new jobs created
- 272 clients are working
- 66 clients indentured with the Saskatchewan Apprenticeship and Trade Certification Commission
- 49 have completed a term of technical training
- 40 women employed in non-traditional trades



For more information, please Contact Sara Belair at apprenticeships@gdins.org or call: 1-877-488-6888

Doctor's Note For Sick Days ... Continued from Page 3

The Canadian Medical Association is raising concerns about the Ontario government's move to require workers to provide a doctor's note to explain even minor illnesses, such as the common cold, saying the measure could cause public health risks, as it will lead to sick people going to work, rather than staying home. The proposed legislation also places an unfair burden on the public and on doctors.

A CMA-sponsored poll, conducted by Ipsos, suggests that a majority of working

Canadians oppose allowing employers to require sick notes for minor illnesses. The survey also found that eight in 10 Ontarians who responded said they would likely come in to work when ill if their employer required a sick note. CMA further noted that patients who would have otherwise stayed home may spread viruses or infection while out to get a sick note. There is also concern the legislation also places an unfair burden on the public and on doctors.

The online survey reached 1,134 employed Canadians

over the age of 18, and the results are accurate within 3.3 percentage points, 19 times out of 20.

With many Provincial Governments across Canada introducing or considering legislation that would allow employers more sweeping powers, it is only a matter of time until this type of legislation becomes common place. The result is likely to be a drastic change in the human resource and industrial relations landscape for both employers and employees.

Saskatchewan Amending Its Apprenticeship Law

By Jim Edmondson

On November 1, 2018, the Saskatchewan government tabled Bill 136, The Apprenticeship and Trade Certification Act, 2018, to significantly revamp the apprenticeship program in the province. This proposed new Act will replace the *Apprenticeship and Trade Certification Act, 1999*, which will be repealed upon the new Act coming into force.

Currently, there are four trades designated as compulsory: construction electrician, plumber, sheet metal worker, and

refrigeration and air conditioning mechanic. Compulsory status means those who wish to work in the trade must be apprentices or a certified journeyman.

In non-compulsory trades, certification can be achieved through apprenticeship or through the trade qualifier pathway. Experienced tradespeople who have gained the required number of trade-time hours can apply to see if they qualify to challenge the journeyman certification exam for their trade. If they qualify and successfully

challenge the exam, they will receive their journeyman certification.

The Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) proposed three substantive legislative changes aimed at modernizing the Act to better address current and future industry realities. The first proposed change will allow the SATCC to designate and certify occupations and sub-trades in addition to trades.

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Getting Ready For Flu Season ... Continued from Page 2

Getting flu shots is important. Vaccinations can vary in their effectiveness but recent studies show that flu vaccine reduces the risk of illness by between 40 and 60 percent during seasons when viruses are well-matched to the flu vaccine.

Other prevention measures include decreasing the spread of germs - through washing

hands and covering our nose and mouth when sneezing or coughing. We should also avoid touching mouth, nose, and eyes as germs can spread this way. Infection can also happen if you touch a surface with the virus, so cleaning surfaces helps too.

Flu season peaks from December to March each year and so it is important to take

these steps in order to reduce our chances of catching or spreading influenza virus. When in doubt, do as Hal Johnson and Joanne McLeod would do: "keep fit and have fun". That's right. Stress reduction, healthy eating, and regular exercise help boost your immune system, which decreases your chances of becoming ill.



Apprenticeship Law... *Continued from Page 4*

The ability to become certified in an occupation will demonstrate to both employers and consumers that someone has the necessary skills and knowledge to perform the job safely and effectively. An application demonstrating strong support will need to be completed by members of industry in order to request an occupation or sub-trade designation.

The second change will provide the commission with the authority to designate trades, sub-trades and occupations for certification only. In other words, the SATCC will be able to administer certification exams and offer certification

without having to provide and develop corresponding training programs. This will be useful when there's not enough demand to run a full apprenticeship training program.

The third change will provide SATCC with the authority to issue work cessation orders if, during an on-site work inspection, it's determined there's no journeyman present at a worksite to supervise an apprentice in a compulsory trade. This amendment empowers SATCC to resolve unsafe situations.

The proposed changes apply only to the four compulsory trades. 🌐

Employee Luncheon in Prince Albert



Leah Marie Dorion and Stan Kolosa. Stan has worked at Gabriel Dumont Institute Prince Albert for over 26 years. Photo courtesy of Angela Letendre

Payroll Cutoff Calendar, December 2018

By Carmala Thiessen and Veronica Verzonowski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5	6	7	8
		Cutoff @ 3 pm for Stop Payments on Student Dec 7 Direct Deposits		Accounts Payable Cheque/EFT Run	Student Payday Cutoff @ 4:30 for A/P Invoices	
9	10	11	12	13	14	15
	Cutoff @ 4:30 for TMS & Payroll Revisions for Dec 14 Payday Cutoff @ 4:30 for Dec 21 Student Payroll		Cutoff @ 4:30 for Timesheet & Payroll Revisions for Dec 31 Payday	Accounts Payable Cheque/EFT Run	Staff Payday Cutoff @ 4:30 for A/P Invoices	
16	17	18	19	20	21	22
		Cutoff @ 3 pm for Stop Payments on Student Dec 21 Direct Deposits	Accounts Payable Cheque/EFT Run	Cutoff @ 4:30 for A/P Invoices Cutoff @ 4:30 for Jan 4 Student Payroll	Student Payday	
23	24	25	26	27	28	29
		Christmas Day Stat Holiday	Boxing Day Stat Holiday			
30	31					
	Staff Payday					

Employee contracts due at payroll upon job acceptance
 Payroll must receive contracts prior to payroll cutoff date. If received after the cutoff date, the employee will be paid on the following pay period. MRTS due by the 15th of every month.

Gabriel Dumont Institute/Dumont Technical Institute

917 22nd Street West
Saskatoon, SK
S7M 0R9

PHONE:
(306) 242-6070

FAX:
(306) 242-0002

E-MAIL:
general@gdi.gdins.org

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www.gdins.org

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@gdins_org



GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research

GDI Locations

GDI Central Office Saskatoon

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 242-0002

GDI Publishing Saskatoon

2-604 22nd Street West
Saskatoon SK S7M 5W1
Phone: (306) 934-4941
Fax: (306) 244-0252

GDI Finance and Operations

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 975-0903

DTI Central Office Saskatoon

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 242-0002

Toll Free (DTI):
1-877-488-6888

SUNTEP Prince Albert

48 12th Street East
Prince Albert, SK
S6V 1B2
Phone: (306) 764-1797
Fax: (306) 764-3995

SUNTEP Saskatoon

Room 7 McLean Hall
University of
Saskatchewan
106 Wiggins Road
Saskatoon, SK S7N 5E6
Phone: (306) 975-7095
Fax: (306) 975-1108

SUNTEP Regina

Room 227 College West
University of Regina
3737 Wascana Parkway
Regina, S4S 0A2
Phone: (306) 347-4110

GDI Training and Employment Central Office

917 22nd Street West
Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 683-3508

Toll Free (T&E):
1-877-488-6888
Fax: (306) 347-4119

GDI Library Regina

Room 218 College West
University of Regina
3737 Wascana Parkway
Regina, S4S 0A2
Phone: (306) 347-4124
Fax: (306) 565-0809

[https://gdins.org/student-
services/library/](https://gdins.org/student-services/library/)

GDI Library Prince Albert

48 12th Street East
Prince Albert, SK
S6V 1B2
Phone: (306) 922-6466
Fax: (306) 763-3947



GDI Mission:

To promote the renewal and the development of Métis culture through research, materials development, collection and the distribution of those materials and the development and delivery of Métis-specific educational programs and services.



GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research