

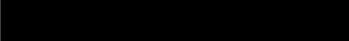
Statutory Declaration

I 

(Name, first name, address, birth date)

I do solemnly declare that,

Q1: So I'm going to let you go with what you want to share with us, later on if there are details that we need to know, I'm going to ask you a few questions.

A1: I work under  CLSC and I work with a social worker. I'm a social aid and I work at the . We were many people working there and we had a little bit of problems. They cut down on workers, we became 3 and the boss, before, before, she asked me: "What do you need at the "? I was thinking, cause doing the paperwork and the computer thing, trying to get funding from anywhere, or writing email and making reports, I have a hard time with it, maybe I can learn it, I don't know. I have a hard time on that, so I was thinking maybe we need a social worker. So, they hired a social worker from the south, she came in, she changed everything.

Anyways, the social worker, her pay is this much, and ours is down there because she is certified, and she's been to a social training or something. We work as much as her, maybe we even work *more* than her, with people. We get people at our work, we have activities, we have elders, we have girls, we get students and community to come to do all kinds of activities. We have different schedule calendars. We change it, it's a flexible calendar that we fix every month. We do it and we get people, and people who come in they talk to us in Inuit.

They come to us and they prefer to talk Inuit, mostly, and they say: "I feel better if the social worker doesn't need to know." But us, we deal with public with their personal problems or any other problems they have. It's like we're working more than the social worker and our pay is like that, just because we're not certified. Just because of that. She had a social worker training, college or whatever and us, we didn't get it. That needs to change.

I want my pay to go here, at least to get raised (shows with her hands that she wants it higher, closer to the social worker salary, but not necessarily equal), because she gets more holidays too. Since January, she had 2 holidays for one month each and us, since January, I never had my holiday. I finally got my holiday this Friday, only one month, and I need all summer off until the school starts on August 20, with my kids. After one-month holiday, I won't get any more income. So, I want our pay and holiday too, as much as the social worker, because we work as much as her.

If she wants to work and if I don't translate, she can never work with Inuit so, I'm as much important as her at work. I've been working there since 2009, 8 years ago. Just because I've been working there so long, for people it means that I know everything. I don't but everybody there, and there are many people at times, when everybody's there, everybody asks everybody like for something or anything and her, she's sitting, just talking. Me, I'm translating and when the elders need something,

Declarer signature _____

Declared before me, _____

at _____ on _____

I have to work as much with the elders. Everybody is asking something from me, everybody, and I get really tired when I go home.

Her, when she's tired, she goes home and she takes care of herself, she's stress free, she's alone. Me, when I go home, I have kids, I have to clean up, I have to make supper (sighs). My grandchildren, my family, everybody keeps calling and calling and asks me for everything, anything, from food to cigarettes, to four-wheelers, to using our computer, everything. Everybody keeps calling me, so I get really tired and I say I have no time. I just want to go home and do nothing because I work all day. That's a lot of work for *me*, but for somebody, it would be OK if they are single at home, with no kids, so I would.

I would like to get more a little bit pay so I can help my family at home, plus my siblings, my father, my grandchildren, family members, if they need anything. I would like if I get raised and have more holidays like my co-worker. She goes to overseas, when she's on holiday. She told me that she's on holiday without pay but I didn't believe her. She went to Paris, she went to the Dominican Republic, on their holidays and me, I'm stuck here working, working, and working without holiday.

I'm so tired. I'm going on holiday since Friday, I'm going to have all summer off for, until August when the students are back to school, my kids. I'll be off all summer, but my holiday is only one month and after one month, I won't get paid. It's going to be hard, but I need a break from work.

That's what I wanted to talk about. I hope it makes sense.

Q2: Can I ask you some more questions to have a better understanding of how the organization is working, because I'm not sure if I understood well? What you said at the beginning is that they had cut employees and later on they hired a social worker? Did they?

A2: No, when they had that [REDACTED] open at the beginning, they had a nurse, a social worker, 2 educators, coordinator, janitor and maybe a receptionist. We were 7 before.

Q3: At first, in [REDACTED] r before?

A3: At first, in the beginning yes, yes.

Q4: In [REDACTED], and this was when you were hired, and the team grew up, they hired more people?

A4: In the beginning, yes. Because there's no [REDACTED] in all over Nunavik. It was the first one in Nunavik, [REDACTED], and it was not under CLSC, but the nurse and the social worker and the coordinator were under CLSC and us, the rest of us, we were under ... they were getting funding from Brighter Future or somewhere. The money and my pay were under there, not under CLSC, because we didn't know it was going to remain open, depending on the people who come, if they like it, it was a pilot project at first.

In the beginning, we were getting many people there for different reasons. Our nurse, the one who opened the family house, before she gets fired, she was going to quit her job up here. I think she was really fighting for us to go under CLSC so, she had to go south. Another social worker, in the beginning, she had [REDACTED], she wanted her kids to go to school in south...

We had so many people working there and there were many more social workers. The staff were getting slower and there was some kind of a problem between us, workers, saying things against one another. It almost closed and they said they were going to hire 2 seniority people and somebody who can do paperwork, because I couldn't do paperwork. Asking for funding like from regional health

X

Enquêteur

X

Déclarant

board, for a little bit of money for the country food, to pay the elder to teach or show how to do traditional stuff, I had a hard time with that, doing all the paperwork. I said: "maybe we need a social worker working with us" and we became only 3 people working there. That's what happened.

Q5: So, they hired this social worker and you said that she changed everything. What kind of change she has made?

A5: Yes. She was saying that we are not working enough, we are not doing enough for the public, it's for the public.

At the beginning, every morning, we planned what we're going to do for the activities in the afternoon with the public. We had a big meeting first with the whole staff, there at the [REDACTED], we were planning first, preparing the snacks, the activities and in the afternoon we do the activities. We used to do that in the beginning with *many* people, but that person I'm working with right now, when she came in, she was saying: "no, you're not working enough".

Down south, it's busy crazy and when she went up north it was a cultural shock for her. She was saying that "we're not working enough, it's not busy enough, you're not doing enough", so she changed it with our activities. We have activities in the morning, in the afternoon and afterschool activities. That's too much work for *me*, because at work it's very crazy busy and when I go home it doesn't change; I'm still busy but when she goes home, she's, taking of *herself*, only. I was really fighting for our activities, saying that it's too much, but she was insisting on having more activities, more people there, because she wants a lot of attention from people, everybody to like her.

Q6: Is there more people since you changed the planification?

A6: It depends on our activity. In the morning, we have our cooking activity. We do the activity on healthy living, on prevention and promotion of healthy living, so we teach them how to cook healthy food. We show them, I do the cleaning and all that. I'm tired. It's hard, working there. It depends, in the morning, we get people for cooking activity because people are hungry in the community and we had a soup kitchen at the [REDACTED] before they found the building. It was crazy busy. After cooking activity in the morning with the public, what they're cooking, they can take it home and eat them at home and us, we had to clean up *everything*. After that, we make snacks and after that the afternoon activity. We have to, if we do women's voice, she does a woman's voice, preparing all that, what she's going to do. I prefer to prepare them all morning first, and then do the activity in the afternoon. After the activity, it's usually 2 or 3 hours activity, we get students coming in after school. She teaches delica bead earrings to girls, young girls, ages maybe 8 to 12 or 13.

Q7: And now you're with the CLSC?

A7: Yes, we are now. At the beginning, I didn't like the pay either. It's like, you know, what has been happening with [REDACTED]; they were taking the money for something and the staff, they had to cut their budget. Their pay was part-time, but working from 9 to 5 and they didn't have statutory holidays. I didn't get that either for 4 or 5 years, but they finally hired me as a coordinator full-time pay. Now I have statutory holidays, like everybody, finally.

Q8: But less than the social worker.

A8: Yes, less than the social worker.

Q9: How many Inuit people are working for the [REDACTED] in proportion to [REDACTED]

X

Enquêteur

X

Déclarant

A9: We were 3, 1 social worker and 2 Inuit, only 3 people were working there. We were only 3 working for the whole community. Anyways, since CLSC is working on TB things, the community wellness workers had no place to stay and started to work with us. They're working almost the same as us, the liaison workers, as prevention and promotion on healthy living. Since those 2 came in, oh my god they helped us a lot, a *lot*. They've been there for us, supporting us.

Q10: So there are 5 people working there right now.

A10: Right now, yes.

Q11: How many of them are Inuit?

A11: 4 and 1 social worker.

Q12: And it's only the social worker that is non-Inuit?

A12: Yes.

Q13: You are the coordinator?

A13: Me and my co-worker [REDACTED]. She's also coordinator but she doesn't think she is, because she can't speak English very well. She needs more training. That's all I can say (laughs).

Q14: As a coordinator, do you have more responsibilities than the social worker?

A14: No. I'm supposed to but she thinks she's the *boss*, she's certified...

Q15: OK, the way she works, she takes responsibilities? OK,

A15: Yes, yes, yes. She's certified, she knows computers and she's a social worker. She does, but she's not our boss but she wants to be my boss, but no, I don't let it.

Q16: Is there other things in the organization that seem unfair to you, like between you and that social worker, or Inuit people and non-Inuit employees?

A16: Yes, yes. Big time.

Q17: Like what else? There's the pay, and the holidays, but is there are other unfair things?

A17: Yes. She goes to [REDACTED] also, to do ... she does a *Pacific path* on how to communicate better or ... whatever she does. She goes to [REDACTED] because she wants to be at school and she goes to girls unit in the evening, because she wants to. She does and us we work at the [REDACTED], preparing everything alone. In the beginning it was alone, before the liaison workers came there.

Q18: I don't think I have another question. Is there anything that you would like to mention?

A18: I have so much to say, but I'm so tired. That will be enough for now.

X

Enquêteur

X

Déclarant