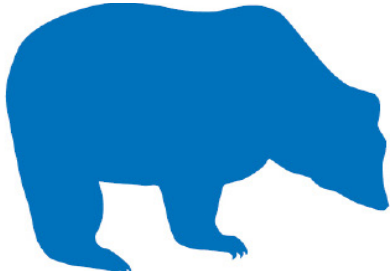




Lower Nicola Indian Band N?e?iyk Spfləm

JULY 2022



LOWER NICOLA INDIAN BAND



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heñte? band members and community members. I think it is fair to say that the summer season has arrived! I am sure most of you are excited and relieved that we can finally wear shorts

and t-shirts and rid ourselves of our pants and rain gear! Although we all may be happy that our summer season has arrived. We cannot avoid the fact that the fire season is in our midst as well. As all of you must remember, we had much of our land succumb to vast fires last year, not to mention what occurred in the village of Lytton and other parts of the province. We were dealing with fire alerts and fire evacuations throughout the summer and so it is my belief that we should prepare ourselves the best way possible for what could come our way. I am not saying this to instill fear or uncertainty for all of us, I am saying this because of what occurred last year. I am not certain if we are going into a heat dome this summer, but we must be aware and prepared regardless. Although I have made some comments regarding fire preparedness, please enjoy the summer season. School is out for all our children, and I am sure many families are preparing summer excursions away from home. Enjoy this time with your families and make new memories. All I would recommend is to be fire smart. Communicate with your families if you are going to be away from home. It is important that we can account for all our members if our fire season becomes active. It may even be a good suggestion to contact the band office if you plan to be away so that LNIB is able to track all if our members if fire occurrences envelope.

LNIB had a Custom Elections Rules amendment

special meeting this past month June 23rd. The meeting was reasonably attended by both membership and leadership. We had Cameron Pollock from our legal team of Miller Titlerle in attendance as well as Patrick Marshall from One Feather. One Feather is the firm LNIB used in our last election in October 2019. Both gentlemen were extremely helpful in assisting LNIB with presenting an amendment to our Custom Election Rules. LNIB is hoping to include electronic voting to our voting processes for this upcoming election. It is exciting times for our community as we move ahead into more modern technical times. We need to schedule another community meeting very soon to bring forward the amendments to the already proposed amendments from our June 23rd meeting. We are very hopeful that we can introduce online/ electronic voting to our membership. I feel that this is a long time coming for our community and I am looking forward to this new process. It will eventually eliminate the mail in ballots, which has always been a challenging process. It will also champion inclusivity for all our membership across the world. We have band members living as far as Australia that will finally be able to vote through a user-friendly process. I encourage all members to inquire with the band office when the next special meeting is scheduled to witness and participate in this extremely exciting amendment to our Custom Election Rules.

Council met just recently and covered a lot of ground with band projects that have been on the wayside for a long time. LNIB Chief and Council are proud to announce that we are finally on the verge of beginning the process of building a bridge over Guichon Creek up at the Rocky Pines reserve. Rocky Pines has been without a bridge since the massive floods of 2017 and 2018. We are so pleased to get this project underway as it will provide a secondary access to the Rocky Pines reserve. This secondary access serves as a safety route that we have not had for far too long. Stay tuned for when the construction phase begins for the bridge install. Chief and Council also approved the future development of a 14-unit Rapid Housing project up at the Rocky Pines reserve as well. This is great news for

LNIB. The design of this housing project is second to none and will fill some of the housing needs gap that many members are in dire need of. There definitely are some good news stories that LNIB can be proud of. Hard work pays off and I am extremely proud of our LNIB team.

Enclosing, I just want to encourage all of you enjoy the beginning of summer. Enjoy time with your family and friends. Wear your sunscreen and stay hydrated as the days get hotter. Keep an eye on your children and/or your grandchildren and make sure they are covered from the sun. Be sure your vehicles are in running order as you do not want to get stranded on the highway or off country roads. We need to be safety conscious in all that we do, especially as we embark in the heated season of summer. Take care and be safe. Much love from your kʷúkwpi?

kʷukʷscémxʷ

kʷúkwpi? Stu Jackson



Executive Director Report

Dear LNIB Members,

I am pleased to present our monthly report for June 2022.

Here are some of the things we are working on:

Custom Election Rules: Chief and Council adopted a resolution to amend the Custom Election Rules. The proposed amendment is to include the option of online voting. The first Special Information Meeting was held June 23, 2022 at the Shulus Hall; this was a hybrid meeting with members in attendance as well as attending virtually. The meeting gave membership an opportunity to provide feedback with the proposed amendments to the Custom Election Rules. A follow up meeting is scheduled for July 6th at 6pm (this meeting will take place virtually) and at this meeting, we will present the changes that address the feedback we received on June 23rd.

The referendum date is July 23, 2022 at the Shulus Hall from 9:00am -8:00pm. Come out and mark your vote for the amendment adding the option of Online Voting in the Election 2022.

Human Resources: All Band buildings are open to the public and we continue to monitor for Covid-19. While not everyone is continuing to wear masks, please feel free to ask the staff member you are visiting to use a mask and to adhere to safety protocols if you



are concerned. We are committed to keeping the community and employees safe during this pandemic.

LNIB welcomes Sophie Beckett, Janitor, Nya Sterling, Janitor, Chelsea McIver, Janitor special events/on-call, and Mindy Garcia, Lands Agent.

Current job postings with Lower Nicola Indian Band are four Summer Students, Community Health Nurse, Communications Coordinator, Four Fire Fighters, Receptionist, Homemaker, Housing Maintenance Assistant, Housing Administrative Assistant, Lands Administrative

Assistant, and Cultural Heritage & Environmental Field Workers visit <https://www.lnib.net/jobs/> or <https://secure.collage.co/jobs/lnib> for further details.

Committees and Liaisons: Lands Management Advisory Committee met June 2, 2022. School Board did not meet in June 2022. Finance and Audit Committee did not meet in June 2022. Joeyaska Contaminated Site Litigation Advisory Committee did not meet in June 2022. Human Resource Policy and Procedures Review Committee meet June 1st and 29th. All committee meetings are open to the membership to join. Please contact the band office for details on how to join the meetings.

Community Meetings and

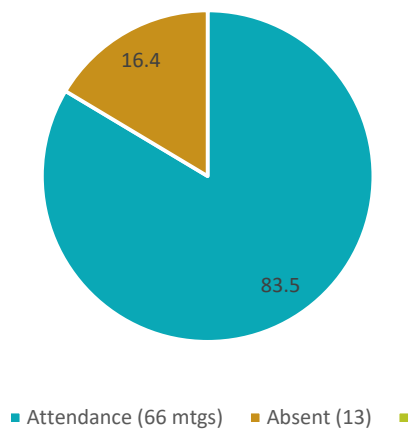
Workshops: The next Band General meeting is tentatively scheduled for July 25, 2022 at 6:00pm virtually.

Support to Chief and Council:

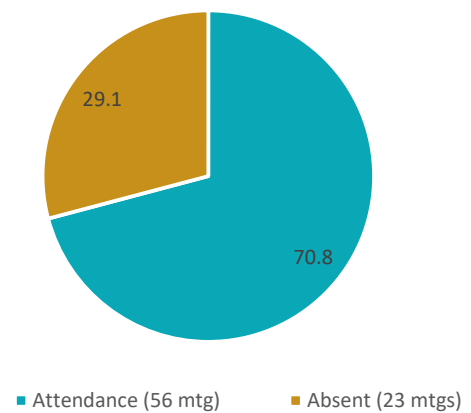
Chief and Council met June 28th and convened a Special Council Meeting on June 29th where Council passed a motion to join the Band Reparation Class Action (Gottfriedson v. Canada). Chief and Council will meet July 5th and 19th. Should you require anything on the Chief and Council agenda scheduled for July please contact Sondra Tom and me. Also, the Chief and Council meetings are open to membership to join via online or telephone. Please contact Sondra Tom or me to be added to the email invitation for the scheduled Chief and Council meetings.

Chief and Council Attendance
Term October 2019-September 2022

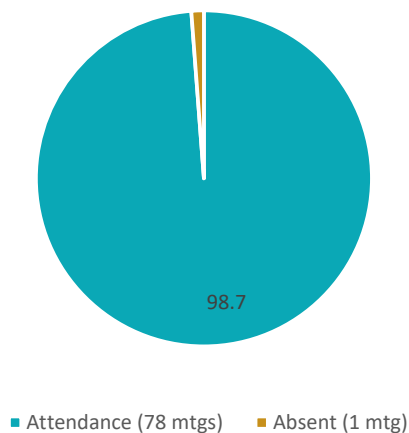
Stuart Jackson



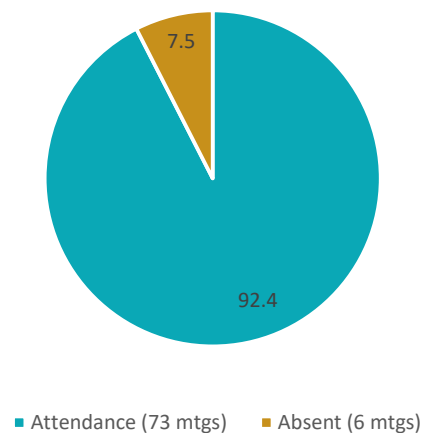
Spence Coutlee



Robin Humphrey

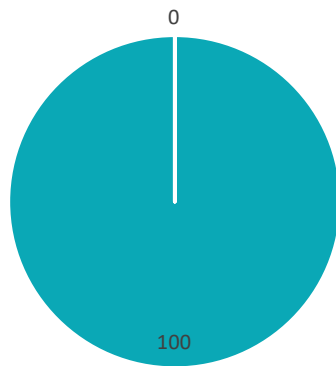


Bill Bose



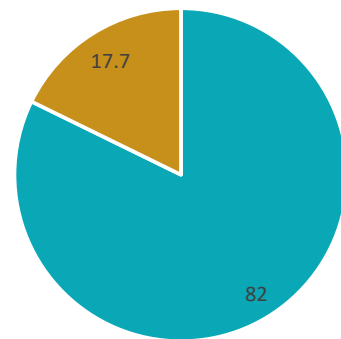
Chief and Council Attendance
Term October 2019-September 2022

William Sandy



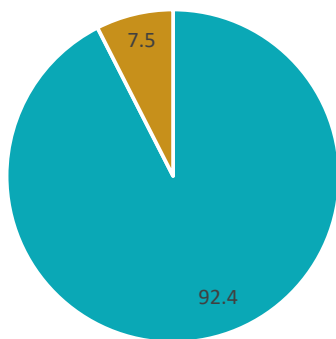
■ Attendance (79 mtgs) ■ Absent (0 mtgs)

Aaron Sumexheltza



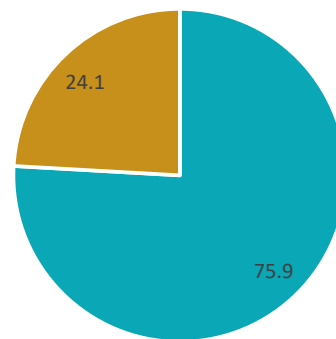
■ Attendance (65 mtgs) ■ Absent (14 mtgs)

Connie Joe



■ Attendance (73 mtgs) ■ Absent (6 mtgs)

Lucinda Seward



■ Attendance (60 mtgs) ■ Absent (19)



Greetings from the Community

Congratulations to our son David Sterling on becoming the BC High School Rodeo Bull Riding Champ. He will be representing BC in Swift Current, Saskatchewan from August 4th-6th. I'm so very proud of you, your efforts, your drive, your focus, and how you never give up. Get 'er done cowboy.
Love from the family



*Happy
Birthday*

To Thi, from Mom and Yaya7!

Happy Birthday

July 5, 2022

Roland Terbasket and Sonnie and Tonnie Hall

July 17, 2022

Jean Anderson and Lorna Stirling

July 20, 2022

Lorne Voght Jr.

July 21, 2022

Aber Voght

From Auntie Donna Bent





July 28th, 2022

Happy 2nd Birthday to our son Chase. We
love you baby bear.
Mom and Dad

Happy Birthday Grandson, we love you,
Chase.
Grandpa Frank and Grandma Cathy



Happy 2nd Birthday to the phenomenal
Chase Mosley! We love you!
From Auntie Mindy and his grandparents
Frank and Cathy!



Remembering Louis A. Voght

FUNERAL SERVICE

Coldwater School Gym
June 16th at 11 am
Burial to follow at Coldwater
Cemetery.
Feast to follow at Coldwater
Gym.

Eulogy by Jason Charters.
MC by Arnie Narcisse.

All donations can be sent to:
Cash donations to Zena Quock
E-transfer to Wenona Mike
wenonamike75@gmail.com

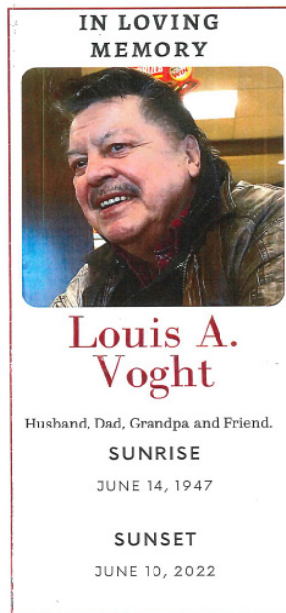
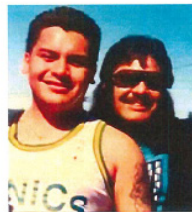
Thank you for your loving support.
Your acts of kindness, generosity,
compassion plus your prayers
gave us strength.
May you be blessed as much as
you all were a blessing to our
family. Blessings beyond words.



"huməɫ ni?" - Louis

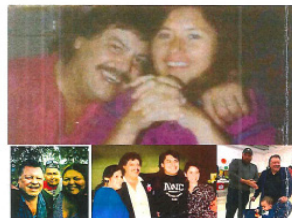
Until We Meet Again

Together again.
Our tears have stopped falling,
Because we're together again.



COWBOY'S PRAYER

*Of all the things that come to be in life,
I pray LORD, please never let me know
the last time I will saddle my horse,
ride the pastures or tend to my cattle.
LORD, on that day, I pray you meet me to say
"Welcome home, your new trail begins here."*





Eulogy of Louis Voght 1947-2022

Louis loved to rock and roll to 'Louie Louie' and 'Wooly Bully'. Today, we will play 'Like a Rock' by Bruce Springsteen, it was one of his favorite songs. Another favorite was Lou and Opal's wedding song 'Unchained Melody'.

As a young boy, Lou had a gift with horses. The horses could be rank; and yet, as a young boy, he had a way of winning them over. The big percheron work horses trusted him; he took good care of them. There was a love between them both. There was a story when Lou worked with Douglas Lake Ranch, he would bring his horse into the creek after a long hot working day. The horses and Lou would swim together; then, he would groom them and then give them grain. Mr. Chance told Lou, he wished the other teamsters would care for the horses like he did. Lou just loved horses.

Lou loved to hunt. His hunting days started with his uncles, Uncle William, would say to May, "I come to get the boy to go hunting at Coquahalla". His Uncle William outfitted Lou with warm clothing and bedding to make sure Lou was warm; there was times when they woke up and there was snow outside their tents. One time, Uncle William left Lou in charge of the camp and asked Lou to cook rice; so, Lou filled the pot half-ways with rice and half with water and the rice spewed over the edge. There ended up being several pots of rice; there was no need to cook rice for the rest of the week.

Lou spent most of his working life (and married life) in logging. He loved it. He was a high lead logger on the West Coast. He was a heli-logger; in country so steep they used helicopters. He spent a lot of time in logging camps; Opal wondered how they would fair when they had to spend more time together. So, they agreed odd days Lou was the boss and even days Opal was the boss. Every now and then, Opal would get it mixed up and be the boss on even days.

When they both retired, Lou and Opal had to really stay together and hang in there. They passed the test of time and made it. 50 years.

Lou was an awesome Dad. He loved his girls, Angela and Denise, immensely; he turned to mush when he spent time with them. After spending time with them, Lou would glow for weeks, until the next time. His girls adored their dad. The loss will take time to heal; but, the joy of their memories with their dad will sustain them. The joy will be their strength. Lou and Opal's son, Navarro, was his best friend. They were close. People often thought they were brothers instead of father and son. When Lou was in the hospital, a family member had a vision of how happy Navarro was knowing his dad would be joining him; both Navarro and his grandma Janet were waiting for Louis. In the vision, Navarro was so excited.

Lou invited Opal to go hunting; and then, Opal realized she was opening the gates and pushing the truck when they got stuck. She thought something is wrong in this picture. Opal took over driving. Lou's comeback was "I packed a good lunch for you".

Opal and Lou did a lot of things side-by-side. They skidded a 2-year-old moose out of the bush before they

got to the truck, the moose had no horns, most of the legs missing, and hardly any hair. And the mother was stomping around on the edges. Opal and Lou were on adrealine to be able to life and drag the moose. And then...they gave it away to family celebration. Then years later, they couldn't lift a deer into their car. They had to go home to get Navarro, who put the deer into their car single handed. Opal asked Lou "What happened to us?" (Got old).

They chucked bails for one big, humungous haystack. Just for John Lee. After that, Opal started to flex her muscles and it made Lou nervous. During that time, Opal could pack 10 salmon; Lou only 8.

Opal and Lpu's fifty years was filled with love and laughter. They laughed every day. Opal told many stories at Lou's expense. Just recently, there was a foul odor in their home. Opal turned to Louis and blamed Louis, he vehemently blamed Kitty. It wasn't Louis, it wasn't Kitty. Later, Opal was overheard saying "poor kitty got blamed." she never did apologize, just "poor kitty." They both had a good laugh. Louis never did get over this; it remains unresolved. One day, Louis will get his apology.

Louis will be remembered for his kindness, his humour, and his unconditional love.



June 8, 2022

Good day Veteran and/or Family Member of a Veteran

It is with good intention and respect we forward you this information. The Nicola Valley First Nations Veterans have been hosting the annual remembrance celebrations since 2003. The NVFNV is a small group of volunteers which include those who actively served and those who have family and friends who served.

In 2021, Veterans Affairs Canada provided a Commemorative Partnership Program Community War Memorial Funding opportunity; the Nicola Valley First Nations Veterans (NVFNV) group applied. The NVFNV was approved for \$50,000 to relocate the existing monument (boulder), place a new granite monument with veteran's names inscribed, place benches, and a ceremonial fire pit.

The projected costs range from \$127,000 to \$200,000. The project is expensive, challenging, and achievable. The approximate cost of the project per veteran is \$2,000.

Your commitment and support to raise the funds is crucial. For your information, the FAQ may help:

1. How much money is recommended for my family to contribute?
We understand the cost is quite expensive. We are not asking families to contribute \$2,000. But we are asking for your commitment and support to volunteer and take the lead with certain tasks.
If your family can contribute close to \$2,000 it would be appreciated.
2. How can our family raise money?
There are a few ways to raise the money.
 - A few families have provided their close and extended family with information and the costs. As a result, individuals have made donations.
 - Individuals have conducted their own fundraising. ie raffles (One individual chose to have raffles and raised \$1,140.)
 - Other ideas: family yard sale, pie/bake sales, bottle drive....Fundraising organized by the family are the best. The small group of NVFNV are quite busy and cannot be involved with all fundraising activities.

There is also a possibility of families to sponsor a specific aspect of the project ie. Support the costs of a bench
3. How can I help and volunteer?
Help is required in many areas. Letters, recording meeting notes, follow-up phone calls, emails, fundraising, organizing, contacting veterans/veteran families, monument design...
4. How will it be determined what veteran's names will be inscribed?

APPLICATIONS MUST BE RECEIVED ON OR BEFORE JULY 29, 2022 AT NOON

At our meetings, there has been discussion on whose names will be inscribed.

- As per the Application Form, the veteran must be First Nations from the Nicola Valley or those who made the Nicola Valley home for most of their life; and/or those who were buried in the in the Nicola Valley.
- Documents of service and regiment number provided, short biography and photo provided
- Many commemorative monuments list those who have died, especially those who died in active duty. There has been discussion to list those who have died and those who are living. There has also been discussion on listing veterans who actively served in war.
- The NVFN Veteran committee will make the final decision.

5. Where has the NVFNV applied for additional funding?

Local FN organizations/companies/services, many other organizations. We have received contributions from some while others require follow-up communication.

6. Where and when does the NVFNV meet?

We have bi-weekly meetings at the Scw'exmx (Anglican) Parish Hall in Shulus (by the Arbour). We usually meet on Tuesdays (9:00 a.m.-11:00 a.m.); however, there are times when we must meet on another date and/or location.

7. What is required to apply and when is the deadline for application?

Documents and/or evidence of military service are required.

The application must be submitted on or before July 29, 2022 @ noon.

The documents and/or application can be delivered to one of the Contact people listed on the Application form.

Just a reminder, the Nicola Valley First Nations Veterans are a volunteer group comprised of those who actively served and those who had a family member(s) and/or friends who served. It is with respect and dignity that we have chosen to honour our veterans.

*****Applications Available at the Band Office*****

APPLICATIONS MUST BE RECEIVED ON OR BEFORE JULY 29, 2022 AT NOON

Lower Nicola Indian Band*Current Job Openings*

NOTE: All applicants MUST provide proof of 2 Covid Vaccinations

For full job descriptions and to apply go to <https://secure.collage.co/jobs/lnib>

Resumes may also be sent to **HR@LNIB.net**

SUMMER STUDENTS

4 entry level positions open to LNIB members, APPLY NOW!! Must be a current student.

Community Health Nurse

Hours: 35 Hours per week

Start Date: As Soon As Possible

Wage: Based on rates advertised by the BC Nurses Union

- The prevention and management of communicable diseases
- To identify health needs and provide health promotion and disease prevention services
- To provide baby immunizations, flu clinics and TB Screening
- To provide pre and postnatal support
- To educate and support diabetics in the Community

Communications Manager

Work hours: 35 hours per week

Start date: ASAP

wages: up to \$35 per hour based on education and experience

The Communications Coordinator support the Band in internal and external communication, media relations, education and promotional plans, and publication management with outcomes that support the Lower Nicola Indian Band overall goals and maintain a positive public image of the Lower Nicola Indian Band. The position requires a candidate with strong organizational skills and multi-tasking abilities, coupled with excellent interpersonal strengths. The ideal candidate will have excellent verbal/communications skills, graphic design abilities and excellent computer literacy.

Fire Fighters

Hours: 35 – 40 hours per week

Start Date: ASAP

Wage: \$25 to \$30/hour

Responds to fires and other emergency alarms and assists in those operations necessary to insure the confinement and extinguishment of fires or the elimination of other hazardous conditions. Also will be involved with wildland fire fighting and cultural burning

Receptionist

Hours: 8:30 am - 4:30 pm, Mon to Fri

Start date: Flexible

Wage: \$20 per hour (\$18.50 during 90-day probation)

To provide clerical support and file maintenance for the Lower Nicola Indian Band. Answer phones and handle inquiries.

- Grade 12 diploma required.
- Excellent communication skills

Homemaker

Hours: 8:30 to 4:30. Mon to Fri

Start Date: ASAP

Wage: \$20 + per hour, depending on education and experience

Reporting to Homecare lead, primary role as a homemaker will be to provide general house-keeping to the applicants that have been assessed already.

Homemakers Clients are initially assessed by the Registered Nurse and The Lead Care Aide to determine the care requirements of the applicants.

Housing Maintenance Assistant

Hours: 8:30 to 4:30 Mon to Fri
 Wage: \$21.00 to \$24.00 per hours based on
 experience and training
 Start Date: ASAP

Responsible for assisting with the maintenance and
 safe operation of LNIB public housing buildings.
 The Maintenance Assistant is responsible for the
 completion of major and minor assigned tasks within
 the buildings.

- Assist the in the daily repairs and maintenance of
 LNIB housing and buildings.
- Provide services as necessary to all LNIB buildings.
- Assist Tenant Relations Coordinator and Housing
 Administrator as needed.

Housing Administrative Assistant

Hours: 8:30 to 4:30 Mon to Fri
 Start Date: ASAP
 2 positions available
 Wage: \$20 to \$24 per hour depending on education
 and experience

The Administrative Assistant is responsible for
 providing direct support to the Manager and the daily
 needs of the Department. To provide direction and
 administrative support as required

Lands Administrative Assistant

Hours: 8:30 to 4:30 Mon to Fri
 Start Date: ASAP
 2 positions available
 Wage: \$20 to \$24 per hour depending on education
 and experience

The Administrative Assistant is responsible for
 providing direct support to the Manager and the daily
 needs of the Department. To provide direction and
 administrative support as required

Cultural Heritage & Environmental Field Workers

Department: Lands and Economic Development
 Department
 Hours: up to 35 hours per week
 Wage: dependant on training and experience, up to

\$25/hour.

The successful candidates will bring their energy,
 enthusiasm and interest in environmental and
 cultural resources to a variety of resource planning
 and research projects. Specifically, the successful
 candidate will provide support to the LNIB staff
 on Cultural Heritage and Environmental resource
 development projects.





Forest Enhancement
Society of British Columbia

NEWS RELEASE

For Immediate Release
July 5, 2022

Lower Nicola Indian Band Creating Community Safety through Partnerships

MERRITT, B.C.— With the support of close to \$250,000 in funding from the Forest Enhancement Society of BC (FESBC), the Lower Nicola Indian Band (LNIB) removed dangerous trees and reduced wildfire risk in two areas close to the city of Merritt, BC.

The two locations border the edge of both Merritt and the Lower Nicola Indian Band Reserve Lands. Lindley Creek is located south of the Nicola River, south of Lower Nicola; and Fox Farm is located on the north side of the Coquihalla highway just east of Merritt on Fox Farm Road.

Crews from Shulus Forest Enterprises Inc., a company owned 100 per cent by the LNIB, did all the manual treatments of these sites including tree pruning, spacing, falling, bucking, piling, and burning, covering about 20 hectares at Lindley Creek and 11 hectares at Fox Farm.

Bruce Morrow, RPF, Bruce Morrow Forest Consulting Ltd., who submitted the application for funding to FESBC on behalf of LNIB, noted that the project was important because forest fuel treatments will make the area safer for wildfire suppression crews accessing the area in the event of a wildfire.

“Spacing of trees to reduce crown closure, pruning to remove ladder fuels to reduce the risk of crown fires, and reducing the amount and continuity of ground fuels will all contribute to reducing wildfire risk, and allow wildfire crews to respond faster,” said Morrow.

The Fox Farm community is located halfway up a steep hillside. The forested area below has been subject to wildfire suppression for over 60 years, resulting in a significant accumulation of dead and downed fuels.

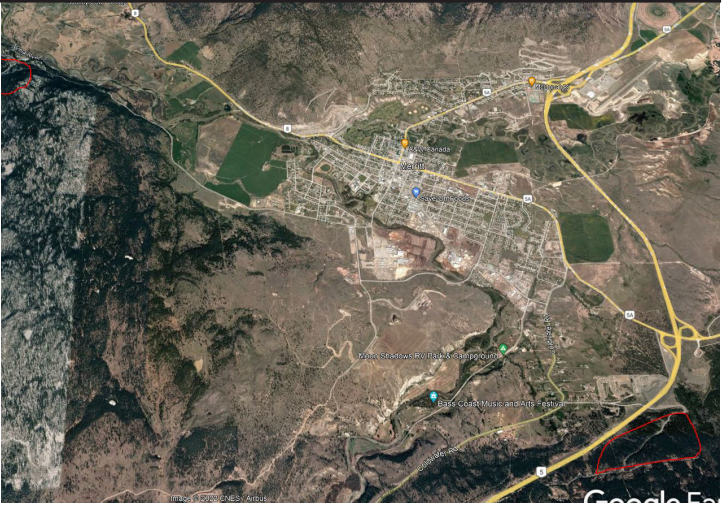
“About 40 per cent of the trees were dead standing or lying on the ground ready to burn, creating a high fire hazard for a one-way in, one-way out community,” said Morrow. “We created a situation where hopefully a fire in the area will now move along the ground instead of through the crown. This will make it easier to fight and reduce the risk of structure loss from ember spotting onto the nearby houses from a crown fire.”

Don Gossoo, General Manager, Lower Nicola Indian Band Development Corporation (LNIBDC) said the crews employed an average of six people from the community who are trained in the use of hand tools for this type of forestry work.

“The work at the Fox Farm area was done downslope of several large properties adjacent to the Coquihalla Hwy. where someone could toss out a lit cigarette etc. The residents there were happy to see the work done,” said Gossoo.

“Lindley Creek is a corridor from the forest down to the valley where there are more houses,” noted Morrow. “The local winds and topography create a funnel in the Lindley Creek drainage, which can push wildfires downslope toward the homes at the bottom of the treatment area.”







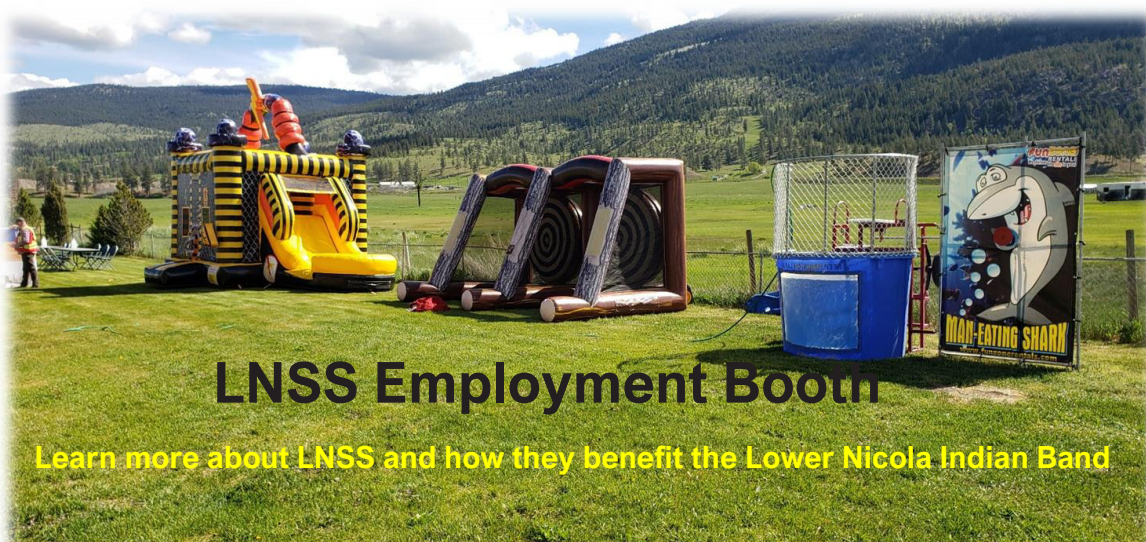
**LOWER NICOLA
INDIAN BAND**

LNIB FAMILY FUN DAY

BROUGHT TO YOU BY

The Economic Development Department & Lower Nicola Site Services
Saturday July 16th 11:00am to 4:00pm at the Shulus Band Hall

**Live Music, Magic Show, Face Painting,
Bouncy Castle, Dunk Tank, Balloon Art,
Food, & Prizes (Two Weber BBQs to be given away)**



LNSS Employment Booth

Learn more about LNSS and how they benefit the Lower Nicola Indian Band

LOWER NICOLA BAND SCHOOL

JULY NEWSLETTER

Dear Parents/Guardians of LNB School:

Wow, the warm weather is slowly arriving! The School year is now officially over, and I hope everyone enjoys their time off for the summer!

Please remember to register your child early at the LNB School in order to help us prepare for the Fall!

Things you can do with your child over the summer, take them to the library for the summer reading program, take them to the LNB School summer reading program—July 25-August 5th. Call the School for more info. At 378-5527.

Read books with your child at night. Get your child to read to you. Take them to Chapters over the Summer.

Remember it is wood tick season, please check your child for wood ticks when they are playing in grassy/wooded areas.

Thank you, Have a Wonderful Summer Everyone!

School Starts up September 7th from 10-12 noon. Buses will be running, for a 10:00 am pick-up.

Angie Sterling, Principal

School Attendance:

An attendance rate of 95% is generally considered good; this allows for children to miss 9.5 days across the school year. Persistent absence (PA) is defined as an attendance rate of **90% or below**.



Principal

Angie Sterling

Head Secretary

Sioux Swakum

Sioux.Swakum@lnib.net

Teachers:

Nikki Flottrop

Rob Kozinski

Brenda Ens

Lee Fulton

Randi Gardypie

Donelda Haller

Derek Hanna

Annie Major

Rhonda Sheena

James Shuter

Office & Support

Chantel Ashdown;

Barb Basil

Joe Collins

Clif Garcia

Cody Jones

Shelley LeBlanc

Arnold Meyer

Devan Nagata

Reese Paterson

Brandy Pinyon

Annie Rabbitt

Penny Toodlican



Lower Nicola Indian Band

July 2022

EDUCATION DEPARTMENT

LNIB School/K-12/PSE/Head-Start/Career-Development

Shane's Submission

Happy Summer Everyone!! It has been a whirlwind of emotions for everyone over the past two years, and now with most pandemic restrictions no longer in place, I am sure the summer break is a long-overdue break for everyone. No matter what you decide to take part in over the summer months I hope it is both relaxing and enjoyable for you and the ones you share this time with over the next two months!

As all of you already know this time of year is busy for our sector — a combination of graduation, summer programs, PSE applications, and putting processes/plans together for the start of the next school year. The 2021-2022 school year was successful on many levels — some unforeseen challenges did occur throughout the year such as a staff member moving to another city and covid related matters continuing to impact certain schedules — however, all members who both communicated with us and maintained efforts were taken care of and this success is something we are very proud of.

SERVICE

I know I say this often throughout the year but it can't be said enough...if there is any LNIB Member who needs assistance at any level with education related matters I encourage you to please reach out to us as we have numerous supports and resources to assist you with...this includes both on and off reserve support. If you live in other areas of BC/Canada or USA/Global we can help in a variety of ways: funding opportunities; advocacy dealing with school principals/teachers/superintendents/school-boards; tutoring/counselling, and assisting with external agency supports to name a few. Please contact anyone from our Education Department Team (Sharon, Gail, or Rhonda are on the front lines to assist all members).

Sector Leadership

Director of Education
Shane Coutlee

LNIB School Principal
Angie Sterling

Education Manager
Sharon Parsons

Head-Start Manager
Tamika Bob



LNIB EDUCATION DEPARTMENT



sharon.parsons@lnib.net



(250) 378 – 5157
OR
(236) 575 - 2105

2160 SETTLERS ROAD
HWY 8



SHARON PARSONS, EDUCATION PROGRAMS MANAGER

Hello everyone,

It's officially summer, and elementary and high school students are taking a break from school.

Good news parents! Starting on July 11th, LNIB Education is providing a 5-week Summer Program for band members ages 7 to 15.

With the help of the Recreation staff, Jacint and Breanne, the LNIB crew, Jenn, Lenessa and Mackenzie will keep your kids busy for 4 days a week. This program is offering exciting field trips, activities, and events from Monday through Thursday, until August 11th. You may have already received the schedule and the registration form, but if not, please contact the Education office for more information.

Everyone was so excited to have in person graduation ceremonies this year, it was an extra special celebration for all graduates and their families.

A big congratulations goes out to the 16 high school graduates. We look forward to working with you when you enter post-secondary. And congratulations to the 23 post-secondary graduates, it was a pleasure being part of your educational journey.

Each year the Education Department and Chief and Council recognize and congratulate graduates by presenting each of them with a gift. By the time you receive this newsletter, LNIB graduates would have received a gift by mail, courier or in person at the Education office.

The Education office received 50 Post-secondary Funding applications this year. If you missed the deadline of May 27th, there's still time to get an application in to this office.

A total of 21 band members and band employees participated in the Project Management and Bookkeeping Programs, the professional driver program, or the Emergency Operations Centre course. If you are interested in the driver training and/or the equipment operator training, intake for these programs is ongoing. Contact the Education office to register or to get more information.

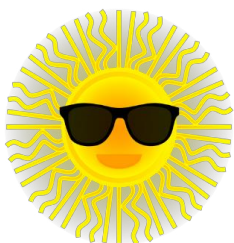
LNIB membership, you are encouraged to contact an education staff person if you or your child could use help navigating a challenge. Education staff may be able to find resources to suit your needs.

We can help you get the short-term training, certifications, or a post-secondary credential, needed to land the job of your dreams. Please call us to discuss the training or education plan that will move you into the future.

Until next time, Humelth



LNIB Education Department – Gail La Rochelle – PSE/Trades/Training Coordinator



Hello Everyone,

With the kids out of school, I hope everyone will have a great fun filled summer holiday. Also, with the warmer weather coming, all the gardens will be just flourishing and producing lots of fruit, vegetables, and beautiful flowers.

Congratulations to all the Graduates from High School and Post-Secondary and to All the Students near and far, who did their very best to accomplish the successful completion of another school year, Congratulations, job well done!!

Our office has been very busy with the submissions of the LNIB PSE Funding Applications. We have received in total 50 PSE Applications. 34 returning applicants, 13 new applications and 3 high school grad applications.

Don't forget to submit your final transcripts and send any supporting documents that are missing from your PSE application, ASAP.

To all students, be sure to apply to all the Scholarships and Bursaries that apply to you. Doing so, puts extra funds in your pocket. If you need any assistance with completing the forms, contact our office.

- <https://indspire.ca/programs/students/bursaries-scholarships/>
- <https://www.atco.com/en-ca/our-commitment/partnerships-indigenous-peoples/indigenous-education-programs> Applications are open, and the deadline is August 15, 2022 *Grade 10-12 students can apply for Merit Awards*
- <http://aboriginallearning.ca/scholarshipsbursaries/>
- Be sure to check out all the bursaries and scholarships that are offered at each Institution.
- <https://www.canadapost.ca/cpc/en/our-company/giving-back-to-our-communities/canada-post-awards-for-indigenous-students.page>
- The deadline to apply for the LNIB Scholarships is July 31, 2022: **Kwoiek Creek Scholarship, Spectra Energy Scholarship and the LNIB Excellence Award**. Stop by office for an application or give us a call and we will email you a copy.

The Education Team is here to assist with any skills training for employment, online courses, or short-term programs and we can also create or update a resume. Please send an email, stop by the office, or give us a call to make an appointment.

If you live away from the valley the LNIB Education team is here to help support you as well, contact our office for more information.

Please call or email our office to ensure we have your current up-to-date contact information.

Until next month, stay safe, healthy and be good to one another.

Gail La Rochelle

Phone: 250-378-5157 Email: gail.larochelle@lnib.net

LNIB EDUCATION DEPARTMENT



rhonda.dunn@lnib.net



(250)378-5157 LNIB
(236)-575-2100 DIRECT

2160 SETTLERS ROAD
HWY 8



RHONDA DUNN ADMINISTRATIVE SUPPORT

Hello All,

Welcome July! The LNIB offices will be closed Friday, July 1st for the stat holiday Canada Day.

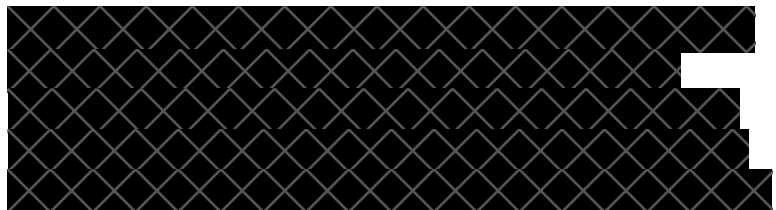
The LNIB Education still has some **training opportunities** available:

- Equipment Training (Forklift, Scissor lift etc.)
- Commercial Driving class I, 2, 3, 4 & Air Brake Endorsement. Firstly, practice and challenge your learners.

If you are interested in any training, please contact the LNIB Education department.

Graduates Recognition:

We would like to again to congratulate all our graduates of Elementary, High school, Post-secondary, Trades, and other training we provided through our department. We are very proud of each of you and your accomplishments.



Scholarships and Bursary's

- <https://www.lnib.net/education/>
- LNIB Student Excellence
- Kwoiek Creek Hydro
- Spectra Energy

Deadline is July 31, 2022

If you require an application or additional information the LNIB education department will do our best to help assist you. Please do not hesitate to call (250) 378-5157 (236) 575-2100 or email: rhonda.dunn@lnib.net Education Matters!

JENN JOHNSON, EDUCATION ASSISTANT

Happy July!

The sun is shining, and summer is finally here! The Summer Learning Program (previously called the Summer Activity Program) planning is officially underway. I am very excited to help with the planning of this phenomenal program that had such a great turn out last year. Despite the many restrictions and fire season last year, our team worked together to make the most of the summer. This year, with more options available to us, we will be doing more activities that teach the youth, as well as get them moving. The program will be starting around mid-July and run until about mid-August. Registration forms for the Summer Learning Program will need to be filled out completely before a youth joins. The program is open to LNIB band members/community members ages 7-15.

Tutoring is going to be wrapping up by July 8th as preparations for the Summer Learning Program commence. It has been such a pleasure to be able to go into Nicola Canford Elementary, Merritt Secondary School, and KLC to assist band members with their schoolwork, as well as work one on one in the portable. I was able to watch one of the students I had been working with since 2020 graduate this year, which was such an honor!

If you have a student in need of one on one tutoring or who would benefit with extra help with their school work, please feel free to message myself at jenn.johnson@lnib.net (250-936-8369) or Sharon Parsons at sharon.parsons@lnib.net (250-378-5157) to fill out an application and get onto the schedule. We have computers available if needed. Cheers!

LNIB SUMMER LEARNING PROGRAM 2022

Ages (7-15)	MONDAY	TUESDAY	WEDNESDAY	THURSDAY
July 11-15	Morning: Rotary Park Afternoon: Aquatic Centre	Morning: Wildlife Park Afternoon: Wildlife Park	Morning: Tie Dye Afternoon: Smith Pioneer Park	Morning: Oyama Zipline Afternoon: Oyama Zipline
July 18-22	Morning: Community Garden Afternoon: Planting & decorating Plant holders Free Time @ LNIB School	Morning: Rock climbing Afternoon: Lunch & Play at Pacific Way Elementary	Morning: SD58 Literacy Program Afternoon: Lunch & Game time at LNIB School	Morning: Kangaroo Farm Afternoon: Kangaroo Farm
July 25-29	Morning: Naturekids Afternoon: Naturekids	Morning: Cultus Lake Afternoon: Cultus Lake	Morning: Free Time at LNIB School Afternoon: Aquatic Centre	Morning: Apex Afternoon: Lunch & play @ Beattie Elementary
August 1-5	STAT	Morning: SD58 Literacy program Afternoon: Free Play at LNIB School	Morning: Energyplex Afternoon: Energyplex	Morning: Kentucky Alleyne Trails/explore/Picnic Afternoon: Kentucky Alleyne
August 8-12	Morning: Skate Park Afternoon: Arts/Crafts/Free Time	Morning: Adams River Rafting Afternoon: Adams River Rafting	Morning: Obstacle Course @ LNIB School Afternoon: Aquatic Centre	Morning: Wrap Up Day Fun Activities! Afternoon: Wrap Up Day Pizza Party!

SCHEDULE SUBJECT TO CHANGE



CONGRATS TO POST-SECONDARY GRADS OF 2022!!



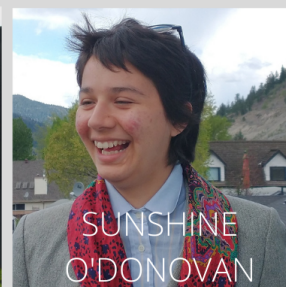
SHAWNA HARRIS
INDIGENOUS HUMAN
SERVICES



LISA LEVESQUE
BUSINESS
ADMINISTRATION



SHAELAN WILSON
Access to LPN



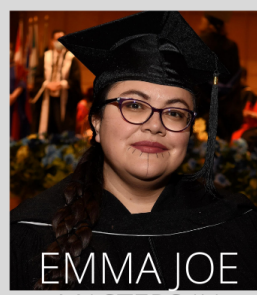
SUNSHINE
O'DONOVAN
NLEK Language
Fluency



SONDRA TOM
NLEK Language
Fluency



WILLIAM SANDY
NLEK Language
Fluency



EMMA JOE
MASTERS IN
EDUCATION



MAKENNA SHUTER
Associate General
Arts Degree



ANNA BROWN



LEANNE TOM
Health Care
Assistant



ANASTASIA BASIL DAN
Accounting
Certificate



BILLIE PIERRE
ENRT PROGRAM

PHOTO NOT INCLUDED

Sara Garcia: Office Administration,
Andrea Shintah: NLEK Language Fluency,
Haley Lupichuck: Health Care Assistant,
Lucus Jackson: Aircraft Maintenance Engineer,
Lindsey Heidrick: Professional Counsellor Program,

Tiarra Sterling: Access to Practical Nursing,
Tarynn Bose: Access to Practical Nursing,
Sara Frazier Shuter: ENRT Program,
Paige Coutlee: Bachelor of Science Nursing,
Cherry Smiley: PhD in Education

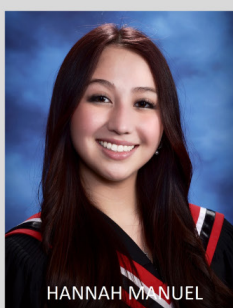
CONGRATS TO HIGHSCHOOL GRADS OF 2022!!



DRAYVEN FAIRLEY



SYDNEY JOE



HANNAH MANUEL



WYATT MCIVOR



MICHAEL STERLING



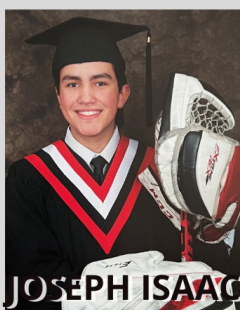
ROBERT STERLING III



TRINITY MOSES-HALL



KRISTINE MIKE



JOSEPH ISAAC



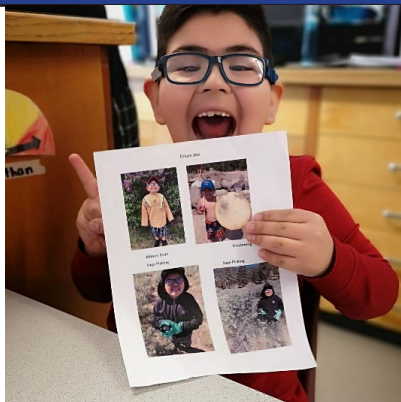
DYLAN WEBSTER



PHILIP SWAKUM

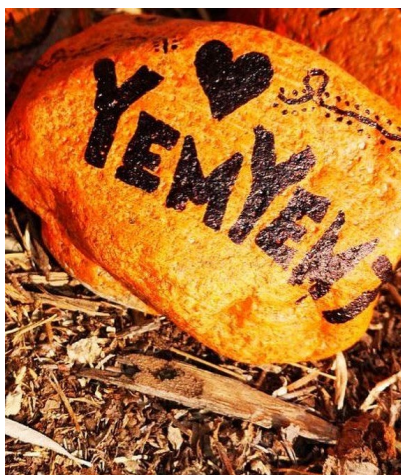
PHOTO NOT INCLUDED:

SHAYLE HOULE, GABBY DAVIS, VANESSA
SHUTER, KAI MULLER, LOUISE PETERSON



Nt̓eʔkepmxcin

Primary Enrichment Class



Nicola Canford Elementary Fall Registration Is Now Open

For students that are in [Kindergarten to Grade 4](#), School District 58, in conjunction with Nicola Canford Elementary, is offering an Nt̓eʔkepmxcin Language and Culture enrichment opportunity where students will explore the richness of Nt̓eʔkepmxcin Language and Culture through Fine Arts, Science, Socials Studies and Language development.

Please contact Nicola Canford School for more information.



NICOLA-CARFORD ELEMENTARY SCHOOL

OFFICE OF THE PRINCIPAL
PHONE (250) 378-2172
FAX (250) 378-5270

2311 POSTELL STREET
LOWER NICOLA, BC
V0K 1Y0

Nle?kepmx Primary Enrichment Class Student Application Form

Name of the Student Applicant:

First Name

Last Name

Student Applicant Birthdate	
Student Applicant Grade	
Student Applicant Address	

Caregiver Information:

Caregiver #1 Name	
Caregiver #1 Relationship to Student	
Caregiver #1 Email	
Caregiver #1 Phone No.	

Caregiver #2 Name	
Caregiver #2 Relationship to Student	
Caregiver #2 Email	
Caregiver #2 Phone No.	

Terms and Conditions:

1. I certify that the above information provided is correct.
2. I am aware that this is an application form and not a promise of registration and that successful applicants will be notified.
3. I am aware that my child will be participating every afternoon in an Nle?kepmxcin enriched environment and not in their regular classroom.
4. I am aware that my child will be receiving their Science, Social Studies and Fine Art curriculum in an Nle?kepmxcin enriched environment and not in their regular classroom.

Signature: _____



Congratulations!

To **Lorne Dunn** on receiving his **Red Seal of Qualification of Heavy-Duty Equipment Technician**". Your desire and determination to reach your goal has not gone unnoticed. Our family is very proud of you. You are the role model that has shown us that if you want it you can accomplish it!





This is to certify that:

Joshua Moore

By examination has qualified as a

**Water Distribution Operator
Level I**



CHAIR, BOARD of DIRECTORS

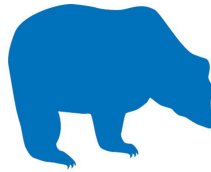
PRESIDENT and CEO

Certification No. 1000932
Valid until: 31 December 2022

A society incorporated under the Society Act, S.B.C. S-28724

Well done Josh!

Josh Moore just achieved his Level 1 Water Distribution Operator Certification. Josh attended the training and then passed the exam.



Infrastructure and Public Works

June 23, 2022

IMPORTANT NOTICE REGARDING BEARS

It has come to the attention of the Public Works Department that there have been Bear sightings in the Rocky Pines area

WE ASK YOU TO PLEASE BE BEAR AWARE!

- ☞ Practice safe storage and removal of your household trash
- ☞ Keeping areas around your residence clear of anything that might attract Bears to your yard
- ☞ Please maintain close supervision of children and pets
- ☞ Hike during the daylight hours and go in a group if possible
- ☞ Please Report all sightings and encounters as soon as possible

IF YOU DO COME INTO CONTACT WITH A BEAR:

- ☞ Be aware of the animal's location and slowly back away, **DO NOT RUN!**
- ☞ Remain calm; give the animal a chance to leave on its own
- ☞ Leave Bears an escape route
- ☞ Remember all Bears are Dangerous
- ☞ Please report all Bear sightings to the Conservation Officer 250-378-8489

If you have any questions, please feel free to call the

Public Works Department at 250.378.5157





Brandi O'Flynn | Lands Manager

250-378-5157 | brandi.oflynn@lnib.net

LANDS PORTAL

Find information about LNIB lands online at lnib.net/lands

Lands updates are posted online and printed materials are made available for members to pick up at the Lands office upon request.

THE LANDS TEAM

Talk with the Lands team about lands activities and to share your stories. Members can contact the Lands Department with questions about LMAC, community meetings, and general inquiries.

Stephen Jimmie

LANDS AND HOUSING DIRECTOR
stephen.jimmie@lnib.net

Brandi O'Flynn

LANDS MANAGER
brandi.oflynn@lnib.net

Email Stephen with inquiries about Land Code, lands policies and law development. Contact Brandi with inquiries about land administration, programs, and services.

Kristopher Por

LANDS RESEARCHER
kristopher.por@lnib.net

Email Kristopher with questions about land transfers, research, historic records, as well as wills and estates planning.

Alex Bukkos

SURVEY COORDINATOR
alex.bukkos@lnib.net

Email Alex for details about current and past Lands projects including surveys and mapping records.

Sayge Fisher

ENVIRONMENTAL PROTECTION
COORDINATOR
sayge.fisher@lnib.net

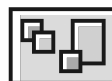
Email Sayge for information on environmental protection.

Mindy Garcia

LANDS AGENT
mindy.garcia@lnib.net

Email Mindy about land transfers, LMAC, and community meetings.

Contact the Lands Department by phone at 250-378-5157



LANDS MANAGEMENT ADVISORY COMMITTEE

UPCOMING MEETINGS

JULY 14, 2022

AUGUST 18, 2022

SEPTEMBER 15, 2022

**Three Lands Management
Advisory Committee term
positions recently ended and new
appointments have been made.**

Lands Management Advisory Committee (LMAC) meetings are being held virtually and are open to all LNIB Members to attend starting at 4:30 PM. Join in to discuss Lands activities and developments!

Check the LNIB Events Calendar for LMAC meeting links or contact the Lands Department for more information about the Lands Management Advisory Committee (LMAC) and for details about joining upcoming meetings.



WELCOME TO THE LANDS TEAM!!

Hello LNIB, my name is Mindy Garcia. I am the granddaughter of Carl Coutlee from Lower Nicola Indian Band, Rose Sheena (married Gerry Chartrand) from Upper Nicola, Frank Garcia Sr from Coldwater and Dora Hance (married Jim Vander Griend) from Kanaka Bar. I am the youngest daughter of Frank Garcia Jr and Cathy Garcia. Angela Garcia-Miller and Marcy Garcia are my siblings. I was born and raised in Campbell River, BC until we moved home in 1999. I am excited to announce I am the new LNIB Lands Agent, and I look forward to working with and for the community. My family and community are very important to me. If you need to get a hold of me, please contact me directly at the LNIB Lands Department at 236.575.2238, 250.378.5157 ext. 5170 or email mindy.garcia@lnib.net.

All my Relations,

Mindy Garcia





LNIB ESTATES

After the death of a community member there are a few things to know so that the estate can be fully settled.

Lower Nicola Indian Band is dedicated to supporting its Members through difficult times. Please contact the Band to report the death of a loved one and to receive assistance.

WHAT TO DO WHEN A DEATH OCCURS.

Contact LNIB Human Services

Bridget LaBelle
Director of Human Services
bridget.labelle@lnib.net
250-378-5157

Funeral Assistance is available, contact for more details.

Please note that Indigenous Services Canada (ISC) does not share administrator or estate information with the Band. An estate administrator or executor can request support from LNIB when handling an estate through ISC. Contact the Lands Department for more details about dealing with estates on and off reserve.

GRAVESITES & BURIALS

If you are interested to learn more about LNIB gravesites and burial plots, please contact the Lands Department by email at kristopher.por@lnib.net or by phone at 250-378-5157.

LNIB Gravesites mapping and records are currently being reviewed by the Lands Department. If you have knowledge of Lower Nicola gravesites and would like to share information with the Band, please contact the Lands team any time. We would be happy to discuss an opportunity for your participation in the upcoming Gravesites Project.

Lower Nicola Indian Band

Lands Management Advisory Committee (LMAC)

Term: Ends September 6th 2025

Department: Lands

Hours: Evening hours required

Summary of responsibilities

We are looking for two dedicated and engaged LMAC Committee members who can bring different skill sets to the new land management regime at Lower Nicola Indian Band, such as interpreting and understanding survey work; dispute resolution; land use planning; environmental protection; policy and law development; financial literacy; research and writing; and/or community engagement.

Qualifications:

- Any LNIB Member, whether resident on or off LNIB Land, 18 years or older;
- Cannot be convicted of an offence that was prosecuted by way of indictment except for a conviction for an offense where the person was involved in the support or defense of an aboriginal right or title;
- Cannot have any undischarged bankrupt or owe money to LNIB;
- Cannot be convicted of a corrupt practice in connection with an election, including but not limited to, accepting a bribe, dishonesty, or wrongful conduct; and
- Must be able to pass a Criminal Record Check;

Apply To:

Deadline to apply: Open until filled

Lower Nicola Indian Band
181 Nawishaskin Lane
Merritt, BC V1K 0A7
E-mail: hr@lnib.net

Interested members, please submit a criminal record check, resume and cover letter that highlight your relevant lands knowledge and experience including three references.

To obtain a criminal record check:

- Go to the RCMP Station, Tuesday-Thursday between 9:30am-3:30pm.
- You will need 2 pieces of government issued ID.
- Costs \$50 (must pay in cash).
- Takes minimum 2 weeks to come in.

As per section 33.4 of the LNIB Land Code, members of the Lands Management Advisory Committee shall be appointed by Council to ensure a broad representation of the LNIB membership.

Thanks to all who apply.

WILLS & ESTATES

To find out more about Wills & Estates support for LNIB Members, please contact [Kristopher Por](#), Lands Researcher, in the Lands Department.

Members are also encouraged to visit the **Lands Portal** online to view current information about wills and estate planning.



LOWER NICOLA INDIAN BAND MEMBERSHIP & STATUS CARDS

Need help with membership
or status cards?

By Appointment Only.

**Monday – Wednesday
9:30 AM – 2:30 PM**

Geraldine Bangham,
Indian Registry
Administrator – 695

250-378- 5157

geraldine.bangham@lnib.net

Lower Nicola Indian Band
181 Nawishaskin Lane
Merritt, BC V1K – 0A7

UNDERSTANDING WILLS & ESTATES

On and Off Reserve

The Indian Act estates sections apply to an estate if you are status (registered) First Nations person or entitled to be registered under the Indian Act and live on reserve; or live on reserve, but leave temporarily for educational reasons or seasonal employment; or leave the reserve for medical reasons or to go into a care facility. The estates sections do not apply if you are status (registered) or entitled to be registered First Nations person and live off reserve; are non status and live on reserve.

Ordinarily Resident

Under the Indian Act, Indigenous Services Canada (ISC) or Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) is only involved with estates for people "ordinarily resident" on a reserve.

"Ordinarily resident" on a reserve means that an eligible First Nations person usually lives on a reserve and does not maintain a primary residence off a reserve. They may, however, temporarily live off a reserve for education purposes or to obtain care or services not available on a reserve.

When there is a will but no person is able to process the estate then Indigenous Services Canada will appoint someone from the BC Estates Unit to manage the account.

For information about wills and estates of LNIB members who ordinarily reside off reserve, visit the Provincial BC Wills and Estates information section online or contact the Lands Department for a list of links and printed materials.



MATRIMONIAL REAL PROPERTY

Indigenous Services Canada

[Matrimonial Real Property
On Reserve](#)

For more information about estate services for members, including Matrimonial Real Property, contact the Land team at (250) 378-5157 or email [Kristopher Por](#).

*Reminder****GATES & SECURITY CAMERAS**

The Lands Department is responsible for the management and protection of all LNIB reserve lands. To prevent unlawful activity including dumping of hazardous materials and waste, as well as improper use of LNIB land, four gates were installed on Nicola Mameet IR1 in September of 2021.

SOLID WASTE MANAGEMENT PLAN

After hours of hard work was done to cleanup various environmentally contaminated areas on LNIB land, multiple cameras and gates are now in place to protect reserve lands.

INSTALLATION OF CAMERAS

Security cameras are planned to be installed in Spring 2022 near significant areas and locations of interest. These cameras are for security purposes only and will not interfere with the privacy of neighboring homes, businesses, and communities.

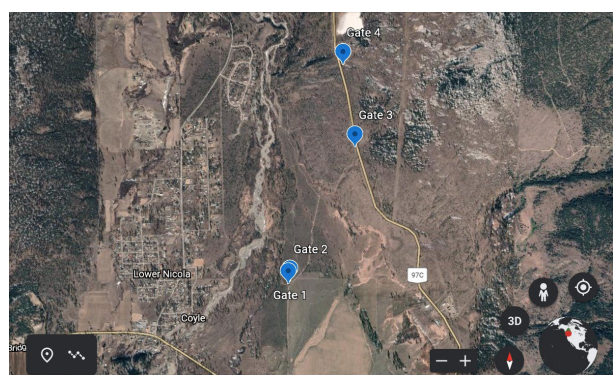
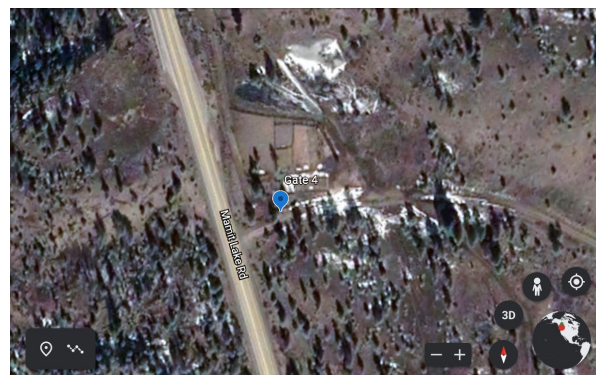
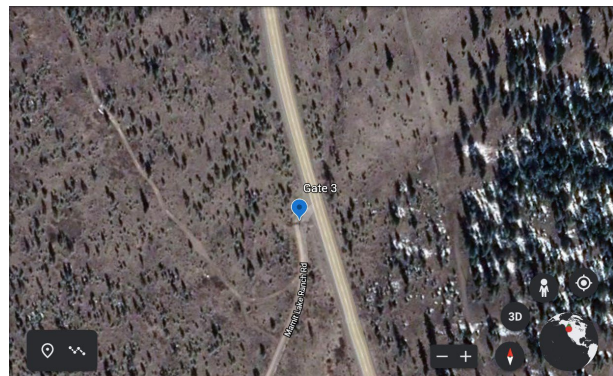
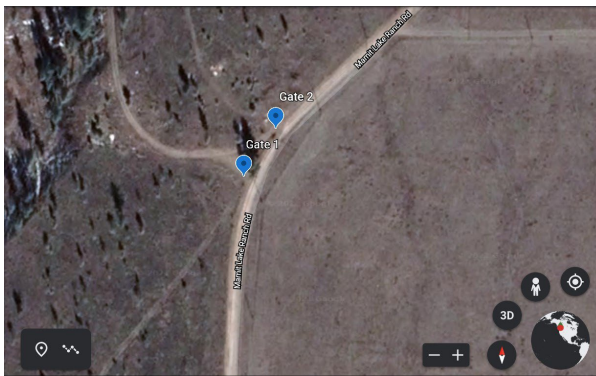
The use of trail cameras is the best strategy for sites where it would not be appropriate to restrict access by installing a gate. See more details about **Lands Projects** and learn more by visiting the **Lands Portal** online:

inib.net/lands

Members' use of the land will not be restricted by gates but may need to obtain access codes from the LNIB Lands

Department. Contact the Lands team if you require access to use land that is behind a locked gate.

If you have any questions about the project or would like to see larger maps, contact the Lands Department at 250-378-5157.



* LNIB has installed locked gates to physically restrict access at the following sites shown above.



PARKING MANAGEMENT AGREEMENT

The Lands Department, with the support of Chief and Council, recently came to an agreement with Mario's towing to remove unwanted and abandoned vehicles from LNIB Reserve Lands. Many safety and

environmental issues arise when vehicles are left in driveways, on the sides of roadways, and on culturally and traditionally significant areas of land. The Lands Department consulted Merritt RCMP prior to the floods in November 2021 to identify options available to LNIB to have these vehicles removed. The new Parking Management Agreement is intended to benefit all LNIB Reserve Lands and is part of the Solid Waste Management Plan that the Lands Department has been actively developing over the last two years.

More details about this agreement will be posted on the **Lands Portal** online:

lnib.net/lands

If you have any questions or would like to know more, please contact Brandi O'Flynn in the Lands Department.

Brandi O'Flynn

LANDS MANAGER

brandi.oflynn@lnib.net



IMPORTANT NOTICE

To all LNIB Members,

The **LNIB Security** contact phone number has temporarily changed. Securiguard IT Department is working to restore the old number. For now, please use the phone number listed here in blue:

**LNIB Securiguard
Security
PHONE #
(250) 215-5048**



NOTE

**AN LNIB SECURITY
GUARD IS ON DUTY
40 HOURS EACH
WEEK AND
RESPONDS TO PHONE
CALLS AND
MESSAGES WHILE ON
SHIFT. IF YOU ARE IN
DANGER OR REQUIRE
POLICE ASSISTANCE,
DIAL 911.**

Inactive (250) 258-4240



Brandi O'Flynn | Lands Manager

250-378-5157 | brandi.oflynn@lnib.net

BUYER'S NOTICE BOARD

If you are interested in purchasing land or property from a landowner, contact the Lands Department to have your contact information listed here in the monthly LNIB newsletter.

**Interested to purchase
around one acre parcel of
land at Nicola Mameet IR1**

CONTACT

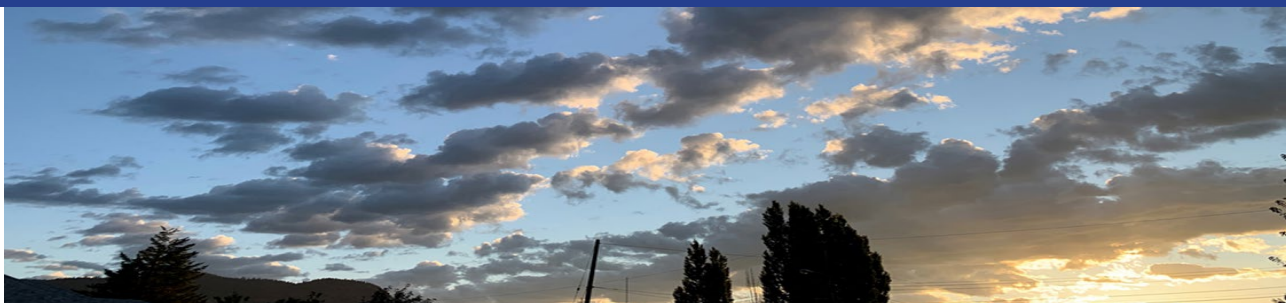
Lorne
lorne518@gmail.com

There are no other posted BUYER notices this month. Contact the Lands Department if you would like more information.

SELLER'S NOTICE BOARD

If you are interested in selling land or property as a landowner, contact the Lands Department to have your contact information listed here in the monthly LNIB newsletter.

There are no posted SELLER notices this month.
Contact the Lands Department if you would like more information.



Jordana McIvor | Housing Administrator

250-378-5157 | jordana.mcg@lnib.net

LNIB HOUSING

Find information about the LNIB Housing online at lnib.net/housing

The Housing Department is responsible for managing the housing program, including property management functions, planning and construction of new houses, maintenance and upkeep of the housing stock, the relationship with Canada Mortgage Housing Corporation, First Nations Market Housing Fund, and Indigenous Services Canada (ISC).

THE HOUSING TEAM

Jordana McIvor-Grismer,
Housing Administrator
jordana.mcg@lnib.net

Email Jordana about the First Nation Market Housing program, as well as external renovation and building funding options, needs and requirements.

Ashley DeGray,
Tenant Relations Coordinator
ashley.degray@lnib.net

Email Ashley for details regarding rent collection, housing maintenance, LNIB Rental Housing Policy, and general housing questions.

HOUSING MAINTENANCE

Mel Blankinship
Brendan Colter



Contact LNIB Housing by phone at 250-378-5157 or at the Main LNIB Administration Building.

IMPORTANT NOTICE

Please be advised that the Housing Department has been working on updating the current Rental Housing Policy. These changes will be made public for community review and input.

In February 2022, we posted a link to the LNIB website on the LNIB Facebook account where the amendments are outlined. We will be providing a summary table of the changes; however, the full policy will be available in printed format upon request.

We hope that our community will take this opportunity to help us develop a policy that will be able to stand the test of time and allow our Housing Department to be run in an open and transparent and equitable manner. Thank you



RAPID HOUSING INITIATIVE (RHI)

In October 2020 the Government of Canada, through CMHC, launched its Rapid Housing Initiative (RHI).

The initial funding was one billion to help address the urgent housing needs of vulnerable Canadians, especially in the context of COVID-19, through the rapid construction of affordable housing.

The first round of RHI exceeded its initial target of creating up to 3,000 new affordable units and

will support the construction of more than 4,700 units across Canada. RHI Round 2 budget 2021 provides an additional investment of \$1.5 billion in new funding for the Rapid Housing Initiative in 2021-22 to address the urgent housing needs of vulnerable Canadians. The new funding will add a minimum of 4,500 new affordable units to Canada's housing supply. At least 25% of this funding will go towards women-focused housing projects.

THE PROJECT

A 14 unit, two story, modular apartment building. This building will have 2 three-bedroom units, 4 two bedroom units and 8 one bedroom units. Our target demographic will be women, women and their children, as well as LNIB Elders.

All units will be rent-geared-to-income (RGI), so eligibility and income review will be done prior to moving in as well as annually and rent affordability will be based on each individual household's income.

PROPOSED LOCATION

Lot 278-1 next to the Rocky Pines Community Center



APPROVAL

The Lower Nicola Indian Band is pleased to announce that we have been approved for this funding opportunity and will be developing these units over the next several months.

LNIB Housing will be hosting a community engagement event where Members will have the opportunity to engage in discussion about the project.

For more information contact **Jordana McIvor-Grismer, Housing Administrator** at jordana.mcg@lnib.net or call (250) 378-5157.



Jordana McIvor | Housing Administrator

250-378-5157 | jordana.mcgv@lnib.net

VACANT UNIT UPDATES

We are still working with contractors to get some much-needed repairs, updates and renovations completed. These units, will be available to rent when this work is complete, and we will be in contact with the next eligible family on the housing rental waitlist when we have a concrete timeline for them to be able to move in. Thank you all, for patience and understanding as we ready these units for the next families that will call them home.

Policy Review Engagement Session Follow Up

We had our policy review engagement session and are wondering if there is any interest from our community members in having another one. Please let the **Housing Department** know if you are interested in attending another session or if your questions and concerns can be addressed with an in-person or telephone meeting.

The Housing Department will also be available to answer questions at the upcoming Lands Open House on July 23rd from 10 AM – 4 PM.

Contact Ashley at ashley.degray@lnib.net or Jordana at Jordana.mcgv@lnib.net, or call the office at 250-378-5157. Thank you.



Managing Invasive Plants in your Backyard



Invasive Blueweed 2022 – Nicola Mameet IR 1 – Toxic for cattle and horses

Invasive Weeds: Invasive plant species are weeds that are not naturally occurring within the region they are found. These weeds are categorized as invasive due to the speed & amount in which they spread but also their ability to cause damage or negatively impact the natural environment, property, infrastructure, and rangelands. They are known to damage or destroy ecosystems by crowding out naturally occurring vegetation and making the environmental unusable for wildlife and humans alike.

Invasive Weed Infestation

-

Herbicide Application Notice

Please be advised that herbicide application of Milestone is planned to treat the Blueweed infestation on Mamit Lake Branch Road and Aberdeen Road, Signage will be displayed.

Please avoid recreation or foraging within the infestation boundary.

This herbicide application is part of a systematic effort to eradicate the blueweed infestation and prevent the future spread of this noxious weed within Nicola Mameet.

Milestone herbicide is considered minimally toxic to wildlife and is designated as a “reduced -risk” compound by the Pest Management Regulatory Agency (Health Canada).

Please contact the Lands Department Environmental Protection Coordinator for more information on this herbicide or to report known infestation locations: sayge.fisher@lnib.net



Emergency # 911
Non-Emergency (landline) # 250-378-5110
Fire Chief cell # 250-315-8588
Fire Department Cell Phone # 250-315-5958
or 250-315-3915
Charlene.joe@lnib.net

Sorry the fire department hasn't put in a newsletter submission lately, but we have been busy these past few months. We are preparing for wildfire season. If you have question on freshet, please contact the Administration; they have taken over the monitoring of the creeks and rivers.

We would like to wish Bruce Swakum, Kolt Antoine, Aaron Moses, and Robert Croasdale the best of luck in their future endeavors. They have moved on from the fire department. They have decided to stay on as Paid on Call members though. They maybe back working at the fire hall at end of the summer if all goes well.

As of now I am the only staff member in the fire hall; but my door is always open. Unfortunately, the trucks have stay inside as I can't safely back the trucks into the bay myself. As I am only allowed to work only 40 hours a week, I am doing my best to schedule myself in at the fire hall not only Monday to Friday but parts of the weekend as well to better serve the community. If I am not here, please call me at any one of the cell numbers provided above and I can try to help you as best as I can.

Congratulations goes to Simon Cisco who obtained his Air Brakes Endorsement. He can now start driver training on the Engines.

We did a couple of training nights with BC Ambulance. This gave us a chance to meet some of the new Paramedics and get re-acquainted with their ambulance. It makes our relationship stronger when we work together on calls.

The crew has completed S-100 and S-185 training in the month of February. We had 6 crew members (Charlene, Bruce, Kolt, Robert, Adam, Simon) complete the Team Leader training in the month of March. Some

of the Paid-on Calls have been busy taking training with LNIB Employment and Training to prep for wildfire season.

From mid-March to beginning of May, we completed a lot of prescribed burns (fires). We have achieved 100% of what we had in our priority areas. We must have burnt over 100 hectares of prescribed areas. All for the protection of the community.

Why do we do prescribed burns(fires) every year?

- Prescribed fires help reduce the catastrophic damage of wildfire on our lands and surrounding communities by:
 - Safely reducing excessive amounts of brush, shrubs, and trees
 - Encouraging the new growth of native vegetation
 - Maintaining the many plant and animal species whose habitats depend on periodic fire
- Prescribed fire is one of the most effective tools we have in preventing wildfires and managing the intensity and spread of wildfires.

Adam and I attended the BC FireSmart Conference in Kamloops on May 11-12. There was lots of information to take in. If you are interested in FireSmart and want to FireSmart your home, or learn more about FireSmart, please reach out.

Between January 1, 2022, and June 23, 2022, we responded to 51 calls:

- 33 ~ First Responder (medical)
- 1 ~ Structure Fire
- 3 ~ Motor Vehicle Incident
- 2 ~ Public Safety
- 2 ~ Alarm Activations
- 9 ~ Grass/Slash Fires

We are still accepting bottle donations; please either drop off at bottle depot (Lower Nicola Fire Department), drop off at Fire Hall. Donations go towards the Volunteer account and are used for the Paid-on Calls of the Fire Department.

Practices are on Monday nights from 6-8 PM. We are still looking for Paid on Call Members to join. Make a difference in your community; all gear and training provided; no experience necessary. This is a possibility it may lead

to full-time work at the fire hall. We are looking to hire more staff to fill the gap that Lindsay, Bruce, Kolt, Robert, and Aaron left. By becoming a Paid-on Call member it gives you first chance to be hired when we have open positions.

Check the Lower Nicola Indian Band Volunteer Fire and Rescue Facebook page, Lower Nicola Indian Band Facebook page, and the website page for the most up to date information and events.

The Fire Department is here for the community. Please don't hesitate to reach out to us for any needs. We are more than happy to help you.

LNIB Fire Department Staff:

Charlene Joe, Acting Fire Chief

Paid-on Call Firefighters: Bruce Swakum, Kolt Antoine, Robert Croasdale, (Aaron Moses on Leave) Moose Coutlee, Adam McDonald, Simon Cisco Jr. (JR Firefighter), Simon Cisco, Gordon Antoine, Ron Stolp, CJ Jones, Hayley Parsons, & our newest recruits, Lane Antoine, & Rick Gauthier



Director of Infrastructure On a daily basis, the Public Works department and the Director of Infrastructure track the water reservoir elevation and lake volume. We graph the water level trends and adjust the control valves to raise and lower the lake levels. We track the flow levels in Guichon Creek and balance the water level behind the dam with the flows in Guichon Creek. We have a couple of Dopplers in place that provide much of the data.

For the Guichon Creek system, we experienced freshet in early April. During that time, our staff was on-call on the weekends to adjust the control valves as needed.

We also attend a bi-monthly meeting with the Nicola Dam operations staff (FLNRO) and DFO. During that meeting we talk about both the Nicola Dam and the Mamit Lake Dam. Most recently, there were concerns that the Nicola Dam would not be able to fill. With the late snows and the rain, the Nicola Dam filled quickly and had to perform a strategic release. The City of Merritt, FLNRO and DFO were all involved in releasing as much water as was safe to do so, from the Nicola Dam system.

Toward the end of summer, we will be focussing the discussions at those meetings to ensure the water levels and the water temperature in the creeks and river systems can support the fish. Occasionally, we are asked to release more water in efforts to increase the water levels downstream for the fish.

Tracy Rockwell, P.Eng.
Director of Infrastructure
Lower Nicola Indian Band – Administration
C: 604.619.3452
P: 250-378-5157





Community Wildfire Resiliency Plan Survey

The Lower Nicola Indian Band has started the process of preparing a Community Wildfire Resiliency Plan (CWRP). This plan is a fundamental first step in assessing and understanding the wildfire threat and risk within a community. The survey will help provide clear direction on community wildfire issues and ensure the CWRP is specific to Lower Nicola Indian Band reserve lands.

Each person that completes the survey will be entered into a draw to win one of two prizes: **a \$100 gift card to Canadian Tire and a \$100 gift card to Save-On-Foods.** Please provide your phone number to be entered into the draw. The deadline to participate in the survey is **August 1, 2022.**

Survey link: <https://www.surveymonkey.com/r/D559PSP>

For more information, or hard copies of the survey please contact:

Charlene Joe, Fire Chief - Lower Nicola Indian Band
Fire Department

Charlene.joe@lnib.net

226 Hwy 8 W Merritt, BC V1K 1M9
(250) 378-5110 – Station

Thank you for participating in our survey! Your feedback is important!



LOWER NICOLA
INDIAN BAND

Lower Nicola Indian Band

Lower Nicola Indian Band – Community Wildfire Resiliency Plan Survey

Please return all hard copy surveys to:

Charlene Joe, Fire Chief - Lower Nicola Indian Band Fire Department
Charlene.joe@lnib.net
 226 Hwy 8 W Merritt, BC V1K 1M9
 (250) 378-5110 - Station

Name: _____ **Phone number:** _____

1. Which community do you live in?

- a. IR #1 Nicola Mameet
- b. IR #2 Joeyaska
- c. IR #3 Pipseul
- d. IR #4 Zoht
- e. IR #8 Speous
- f. Other: _____

2. What is your age?

- a. <18 years
- b. 18-24 years
- c. 25-44 years
- d. 45-64 years
- e. >65 years

3. What is your perception of the current level of wildfire risk to your personal property?

- a. High
- b. Moderate
- c. Low

4. Do you complete wildfire protection/management activities around your home and on your property (e.g. cleaning gutters, pruning, brushing, and clear debris away from your home)?

- a. Yes
- b. No

If yes, please describe those activities and how often you do them: _____

5. Do you have combustibles in contact with your property (ie. vegetation, door mats, furniture, wood piles, etc.)?

- a. Yes
- b. No

6. What kinds of support do you think you need to start or continue to reduce wildfire risks around your home? Select all that apply.

- a. Education
- b. Financial
- c. Equipment and/or physical labour

- d. Other (please describe): _____
e. I do not need support

7. Do you understand the role that wildfire management plays to reduce the wildfire risk to your community?

- a. Yes
b. No

If no, what would help make it clearer? _____

8. Do you feel adequately informed about wildfire management in your community?

- a. Yes
b. No

9. Do you know who to approach with any questions about wildfire management in your community?

- a. Yes
b. No

10. In the event of a wildfire, how prepared are you to respond to an evacuation alert or order?

- a. Well prepared – supplies packed and have a plan of where to go
b. Semi or moderately prepared – not packed, but I know what I would take and I will plan out where I would go
c. Not prepared at all – not sure what to pack/take, how to leave my house, or where I would go

11. What is the best way to engage/communicate with you? Select all that apply.

- a. Email
b. Social media
c. Meetings
d. Phone call
e. Handouts/flyers
f. Other – please provide:

12. Are you aware of BC FireSmart programs?

- a. Yes
b. No

13. BC FireSmart has many wildfire management programs available. Are you interested in participating in any wildfire management programs within your community? This may include activities such as completing training, participating in a local FireSmart committee, or becoming a wildfire representative for your community.

- a. Yes
b. No

14. Do you have any other comments about wildfire or wildfire risk that you would like to add?

Thank you for participating in our survey! Your feedback is important!

Breaking the Real Cycle.

July 2022 Tony Broman

Most of us see cycles in our lives or those around us. Cycles of life and of seasons are the most obvious but we have also noticed repeating patterns of relationships, or of arguments, etc. Probably we have also heard about breaking cycles of trauma or of addiction, even abuse. But I am going to suggest that these are not the real cycle. Instead, these are symptoms OF a cycle, not the cycle itself.

The cycles we long to break are cycles of our beliefs, not our behaviours.

We cannot break cycles of belief by focusing on changing behaviour. We must focus in on the beliefs that create the decision to do the behaviour, evaluate it, and then determine whether the action we choose is creating benefit and resolution or whether it is adding more difficulty.

A cycle repeats when you attempt to relive a past experience to make it right. Perhaps you want a different ending or to gain a sense of mastery over the situation. There could be a desire for closure, insight into the other person's behaviors, or a better understanding of yourself.

Whatever the reason, these all play a role in the repetition of cycles. Here are some ways to work through them so the cycles you are engaged in actually benefit and help you, rather than hurt you.

1. **Tune in to what sets you off or ramps up your intensity.** These are things that really grind your gears or get to you instantly – hot spots, pet peeves, etc. You can notice them by the stronger feelings or sharper reaction you have.
2. **Understand your responses to these situations.** What do you do when that situation happens? Why do you think respond in that way? Is this an expected reaction? Would others respond in this same way given similar circumstances? Would you like to respond differently? Be respectful of yourself but also honest. Remember, you are working toward understanding yourself and your patterns of behavior better.
3. **Seek to Understand.** Think of the reasons behind your behavior and emotions. When do you remember other times like this? How do you see that it connects to your past, present, future? How did others treat you in those moments?
4. **Find the Belief.** What messages are you telling yourself about this person, situation, or event? This is the key part to understand our decision and response.
5. **Evaluate.** Is this belief and decision cycle serving you in positive ways? Check with yourself: Are you living the life you want with this belief or does it leave you feeling like things don't change for the better?
6. **Re-Write Belief.** What is a belief about the cycle and/or situation that could create different decisions and feelings?
7. **Live It Out.** When we notice how negative beliefs have stolen parts of life or hope from us, we are given the gift of freedom to make changes that rewrite our now and our future.

As we uncover and understand our cycles of belief and decisions, we can begin to unlearn the things that keep us in those patterns. Remember, this will take time and involve a spill here or there until it smooths out into a new, free lifestyle. Go steady. Go boldly. It is never too late for any of us. Healing and freedom are always possible.

Hén̓tekʷ.



1) ntú? (pine tree sap)



2) Barb with snack of ntú?



3) ladies picking čewète?



4) group outing at Botany valley for čewète? 5) Wild potato picking at Botany Valley.



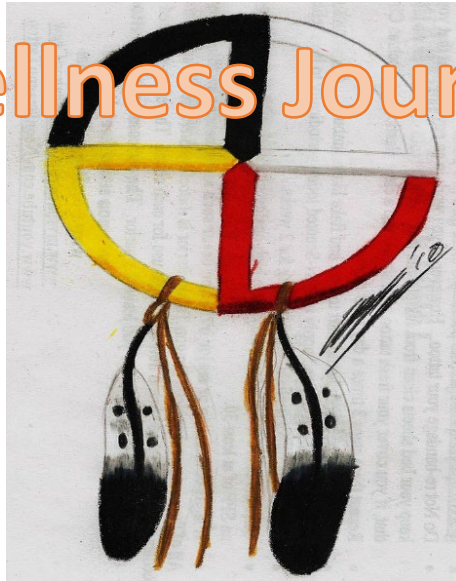
1. Aspen grove, group gathered ntú? (pine tree sap). Cut and peel back outer bark then scrape off sap.
2. Barb Huston showing harvest of ntú? (pine tree sap).
3. Ladies showing their harvest of čewète? (Indian celery).
- 4/5. Group having lunch during trip to Botany Valley to pick čewète? and wild potatoes.
 - July: Introduction to firearm safety and hunting protocol. Postponed from May
 - Salmon fishing will begin soon.
 - July: PAL (possession Acquisition License) for youth/new hunters, prep for hunting camp in the Fall.

LOWER NICOLA INDIAN BAND – CULTURE REVITALIZATION DEPARTMENT

Joe Shuter: 250-315-7487

Carole Basil: 250-315-9158

Wellness Journey



Time: 12:10- 12:55

Dates: Every Thursday (lunch time)

Location: Shulus Arbor

Who: Open to Anyone!

Week 1 (July 7th) Recharging Mind , Body, & Soul

Week 2 (July 14th) Giving , Receiving & Letting Go (bring good shoes)

Week 3 (July 21st) Lets Communicate

Week 4 (July 28th) Feel Sense

Contact: Irene Howe (LNIB Family Support Counselor) @ 250-378-7340

No need to register, Just Come

Let's get back to taking care of ourselves because we deserve it

Greetings from Shulus Community Garden,

2022 crops are now planted & growing:

Asparagus	Beets	Carrot	Cucumber
Swiss Chard	Kale	Cabbages	Cauliflowers
Broccoli	Peas	Green Beans	Lettuce
Leeks	Onions	Sunflowers	Butternut
Pumpkins	Acorn	Zucchini	Honey
Sweet marjoram	Basil	Rosemary	Oregano
Thyme	Parsley	Sage	Tarragon
Mint	Medicinal plants	Strawberries	Raspberries

Currently harvesting: Lettuce, Broccoli, Kale, Asparagus

We harvest Monday & Tuesday mornings during the cool part of the day, all produce is washed & weighed before it is wrapped or bundled, then stored in our walk-in cooler ready for Pick-up. We do provide both plastic & paper bags to your purchases and a cardboard box as required.

Beehives are buzzing, I see a lot of activity in each hive. We made five new hives this spring, we took a few Nuc frames with queen cells and placing them into a new Brood box with both waxed and honey frames, so the new bees had drawn comb to start storing feed into for the new family of honeybees. We display Honeybee posters at the garden so come by to check the display out anytime. All hives have adjusted well enough to product honey stores for our pleasure this August. Please do send us your honey orders anytime. Please include your Name, phone # and quantity of your honey. We will enter your info into our Honey Order Book. We accept cash for honey purchases. We will also refill your honey jars if you'd prefer.

Garden maintenance is on gong responsibility: water schedules, weeding, pest control, planting & feeding crops with compost, worm castings & teas, etc.

The medicine garden had a major overhaul, thoroughly weeded & pruned, thanks to Chris, Kat & Jaden. We invite you to come garden with us. Gardening is a lot of fun and is so rewarding. Our Gazebo has seats, so you can sit & enjoy the Shulus Garden Scenery.

Garden Activities Include:

- Garden Club meeting: What day & time of month is best for you?
- Planting seeds & seedlings – second crops, on going
- Beekeeping, Composts, Worm farm
- Maintaining Vegetable Garden, Medicine Garden, Orchards, Berry & Asparagus patch
- Harvest, Sales & Dehydrating Produce
- Weed removal and mulching & Goats

Additional Projects for 2022 to 2023:

- ❖ Shulus Garden Community Engagement, An Agriculture & Food Forum
- ❖ July 12, 2022, 8:30 to 4:30 at Shulus Hall,
To Pre-registration contact Lorna @ 250-936-8365 or leave message at 378-5157

Shulus Garden Community Engagement An Agriculture & Food Forum

Date: July 12, 2022

Time: 8:30 to 4:30

Location: Shulus Hall, LNIB

Topics:

- 1) Soil Sciences: a holistic perspective (micro-organisms, earth worms, biological structure), a booth
- 2) Plant Anatomy: how they interact with the soil and the atmosphere, a booth
- 3) Composting & Worm Farming - a booth
- 4) Invasive Plant Species – Identify and management & a booth
- 5) Goats for weed management slide show - what they will eat, anatomy, herding techniques.
- 6) Seed collecting & storage – tentative
- 7) Wild Food & Medicinal Plants – Dr Jeannie Paul & Ruth Tolerton
- 8) Business Planning for vegetable garden and forage crop – to help budget, grant & loans,
- 9) Shulus Garden Tour – optional, fresh produce and activities an option.
& More

To Preregister & for more information please contact:

Shulus Community Garden at 250-936-8365 or email: lorna.shuter@lnib.net

Recreation.

Recreation department is supporting lnib school with their summer program. Forms are required for summer program. Soon as more information is available we will let you know.





**DOOR
PRIZES!**

**Snacks
& Drinks!**

**SATURDAY
JULY 23rd 2022**

10 AM - 4 PM

**LUNCH
SERVED AT
12 NOON**

LANDS OPEN HOUSE

**MEMBERS ARE WELCOME TO GATHER AT SHULUS HALL
ON SATURDAY, JULY 23 FOR LUNCH AND A CHANCE TO WIN
PRIZES. MEET WITH AND LEARN ABOUT PROJECTS LEAD
BY LANDS, HOUSING, AND INFRASTRUCTURE
DEPARTMENT STAFF.**

SEE LNIB.NET FOR MORE
INFORMATION OR CONTACT THE
LANDS OFFICE AT 250-378-5157



**LOWER NICOLA
INDIAN BAND**
LANDS DEPARTMENT



Shulus Forest Enterprises
 Shulus Farms
 LNIB Holdings
 LNIB Ventures
 Shulus Electricity Transmission Line
 #85 - Hwy 8, PO Box 1849 Merritt, BC V1K 1B8

Position: Heavy Equipment Operator

Company: Lower Nicola Indian Band Development Corporation

Location: Merritt, BC

Reports to: General Manager

Deadline: On-going until filled

Basic Responsibilities & Job Description:

- Confidently operate all sizes of heavy equipment (excavators, dozers, loaders, graders, rock trucks etc) to perform heavy civil work around sensitive areas
- Clean and lubricate equipment and refill equipment tanks
- Conduct pre-operational checks on equipment
- Record and maintain daily records
- Communicate the need for material and equipment for job, as necessary
- Report any required or preventative maintenance to supervisor
- Able to identify hazards
- Willing and able to learn general construction practices involving road construction
- Sound understanding of the issues involving ground disturbance and ability to work in and implement safe operating practices and contribute to a safe work environment
- Ensure site cleanliness is maintained
- Attention to detail, critical thinking, problem solving
- Fine grading and finishing, sloping, and banking, backfilling, demolition, ditching, excavating, stockpiling
- Follow all company safety protocols
- Sound understanding of the issues involving ground disturbance
- Safely secure construction equipment, attachments, materials, and other equipment
- Identify and report any required or preventative maintenance to supervisor
- Timely and accurate completion of all required paperwork
- Must be willing and able to assist with groundwork as required
- Experience with GPS controlled equipment an asset
- Operate 2-way radio
- Excellent time management and multi-tasking with ability to prioritize in a demanding environment

- Proven ability to build strong relationships with customers and commitment to providing exceptional service
- Strong communication, creativity, and problem-solving skills
- Willingness to work out of town, as required
- Attention to detail and accuracy
- Other job-related duties as required

Requirements:

- Valid First Aid Level 1
- Valid unrestricted driver's license and clean drivers abstract
- Complete any Corporate Orientation and WHIMIS 2015
- Drug and Alcohol testing, as required
- Past equipment operation experience
- Knowledge of road construction and maintenance techniques
- Ability to operate required equipment in a safe and responsible manner

Physical Demands: Position requires employee to frequently stand, walk, twist, bend, reach and kneel. Employees must be able to lift 60 – 80 lbs above shoulder height.

Work Environment: Work is outdoors in rough terrain and under extreme weather conditions and in environmentally sensitive area at times.

Probation Period: This position is subject to a 3-month probationary period

Please forward all cover letters, resumes and supporting documents to General Manager, Don Gossoo via email: don.gossoo@lnibdc.com

Chief and Council June 14, 2022 meeting cancelled out of respect**Motions from Chief and Council June 28, 2022**

Motion #06-28-2022-01 Reads: The Lower Nicola Indian Band Chief and Council move to adopt the June 28, 2022 Chief and Council meeting agenda as presented.

Motion Carried

Motion #06-28-2022-02 Reads: The Lower Nicola Indian Band Chief and Council move to adopt the May 31, 2022 Chief and Council meeting minutes with noted changes.

Motion Carried

Motion #06-28-2022-03 Reads: The Lower Nicola Indian Band Chief and Council hereby appoints Rod Malcom as the Lower Nicola Indian Band Representative Nicola 5 Nlakapamux and Syilx Drought (N5ND) Leads on the nk'e?xép Management Committee while employed at Lower Nicola Indian Band or until Chief and Council removes him.

Motion Carried

Motion #06-28-2022-04 Reads: The Lower Nicola Indian Band Chief and Council hereby approves the Letter Agreement dated February 9, 2022, and the Right of Way in favour of Shulus Farms Ltd. and

authorize the Executive Director to sign the agreements.

Motion Carried

Motion #06-28-2022-05 Reads: The Lower Nicola Indian Band Chief and Council support Scw'exmx Tribal Council to apply for funding to employ the Project Manager for the duration of the British Columbia Housing Memorandum Of Understanding for Developing Asset Management Capacity period to December 31, 2022.

Motion Carried

Motion #06-28-2022-06 Reads: The Lower Nicola Indian Band Chief and Council approves to award the 14-Unit Member Rapid Housing Project (Modular) Design Build Services Request For Proposal Number 2022-1, to NRB Modular Solutions, to authorize the Project Team to review, make and approve design changes and decisions, and to authorize Chief, Executive Director and Director of Finance, to sign all necessary documentation including but not limited to issuing of payments associated with this project.

Motion Carried

Motion #06-28-2022-07 Reads: The Lower Nicola Indian Band Chief and Council approves the amendment of Schedule C, Eligibility Criteria, of the Indemnity Agreement between the Lower Nicola Indian Band and the First Nations Market Housing Fund, to increase the borrowing amounts for members, approves the Lower Nicola Indian Band First Nations Market Housing Fund Policy amended to reflect said changes, and approves Chief, Executive Director and Director of Finance, to sign all necessary documentation

Motion Carried

Motion #06-28-2022-08 Reads: The Lower Nicola Indian Band Chief and Council move to approve a loan guarantee, for Clinton George Garcia, in the amount of \$350,000.00 under the First Nations Market Housing

Fund Agreement No. 0079 and further authorizes the signing of all necessary documents:

A. Authorizes LNIB Chief, Executive Director and, Director of Finance to sign all necessary documents, including the following:

- i. Lower Nicola Indian Band Security Agreement;
- ii. Bank of Montreal First Nations Housing Loan Agreement;
- iii. Bank of Montreal Loan Service Authorization Form;
- iv. Bank of Montreal Cost of Borrowing Disclosure;
- v. Bank of Montreal First Nation Guarantee for Indebtedness of an Individual;

B. And further authorizes the Executive Director to take any steps necessary to bring the Security Agreement between the member and LNIB into compliance with Section 8 of the LNIB Finance Policy and Procedures March 3, 2020.

Motion Carried

Motion #06-28-2022-09 Reads: The Lower Nicola Indian Band Chief and Council move to renew the Canada Mortgage and Housing Corporation (CMHC) Loan Agreement Reference Number 19-360-

197/008 for Phase 20, Lots 196-1-6, 196-1-17, 196-1-18, 196-1-19, 196-1-20, 196-1-21 Nicola

Mameet IR #1 in the amount of \$292,285.94 and authorize LNIB Chief and Executive Director, to sign the necessary documentation.

Motion Carried

Motion #06-28-2022-10 Reads: The Lower Nicola Indian Band Chief and Council hereby authorize kwúkʷpi? Stuart Jackson to sign the Invasive Weeds Letter addressed to the Minister of Environment and the Minister of Transportation and Infrastructure.

Motion Carried

Motion #06-28-2022-11 Reads: The Lower Nicola Indian Band Chief and Council approves the Capacity Funding Agreement dated May 31, 2022 between the Minister of Environment and Climate Change Strategy and the Lower Nicola Indian Band and further authorizes the Executive Director to sign all necessary documentation.

Motion Carried

Motion #06-28-2022-12 Reads: The Lower Nicola Indian Band Chief and Council move to appoint Councilor Connie Joe in the absence of kwúkʷpi? Stuart Jackson.

Motion Carried

Motion #06-28-2022-13 Reads: The Lower Nicola Indian Band Chief and Council move to approve Kukpi Stuart Jackson's travel to Musqueam, Squamish, Tsleil-Waututh First Nations' traditional territory/Vancouver, BC to attend a Assembly of First Nations Annual General Assembly Social and Cultural Events from July 4, 2022 to July 7, 2022 in the amount of \$3,090.88

Motion Carried

Motion #06-28-2022-14 Reads: The Lower Nicola Indian Band Chief and Council move to reappoint kwúkwpí? Stuart Jackson chair.

Motion Carried

Motion #06-28-2022-15 Reads: The Lower Nicola Indian Band Chief and Council hereby approves to award the Rocky Pine Bridge Replacement Project -Design Build Services Request for Proposal RFP Number 2022-2, to Ruskin Construction Ltd. and further authorizes the Chief, Executive Director, and

the Director of Finance, to sign all necessary documents including, but not limited to, approving all invoices and progress payments up to the contract limit of one million four hundred and ten thousand, two hundred dollars and zero cents (\$1,410,200.00).

Motion Carried

Motion #06-28-2022-16 Reads: The Lower Nicola Indian Band Chief and Council appoints Lawrence Lewis of OneFeather to act as Electoral Officer for the 2022 Lower Nicola Indian Band Election and

authorizes the Executive Director to execute a contract with One Feather for services outlined in the Request for Proposal.

Motion Carried

Motion #06-28-2022-17 Reads: The Lower Nicola Indian Band Chief and Council

WHEREAS:

A. Chief and Council of LNIB adopted Custom Election Rules in 1994 which were subsequently amended in 1998 and 2013 and are known as the Custom Election Rules of the Lower Nicola Indian Band (the “Custom Election Rules”);

B. Chief and Council have determined that it is in the best interests of LNIB to introduce online voting for LNIB elections and by-elections to ensure greater accessibility, engagement, and safety for LNIB members;

C. Chief and Council have been presented with proposed amendments to the Custom Election Rules that would introduce online voting for LNIB elections and by-elections (the “Proposed Amendments”);

D. Section 32 to 34 of the Custom Election Rules require that any amendment to the Custom Election Rules be approved by a two thirds majority of LNIB Electors at a Special Band Meeting;

E. Chief and Council previously passed a Band Council Resolution to convene a Special Band Meeting to approve the Proposed Amendments;

F. Chief and Council held a Special Information Meeting on June 23, 2022, to review the Original Proposed Amendments with LNIB members, as required by section 33 of the Custom Election Rules (the “Special Information Meeting”);

G. At the Special Information Meeting, LNIB members and officials proposed and supported certain changes to the Proposed Amendments;

H. Chief and Council have been presented with updates to the Proposed Amendments that reflect the changes proposed by LNIB members and officials at the Special Information Meeting (the “Updated

Amendments”);

I. A Special Band Meeting was previously scheduled for July 23, 2022 so that LNIB members may vote on the Proposed Amendments;

J. Chief and Council intend to hold, in accordance with section 33 of the Custom Election Rules, an additional special information meeting so that LNIB membership may review the Updated Amendments prior to voting on them at the July 23, 2022 Special Band Meeting; and

K. Chief and Council wish to continue the process of amending the Custom Election Rules to introduce online voting for LNIB elections and by-election by bringing the Updated Amendments before LNIB members for approval.

NOW THEREFORE BE IT RESOLVED by the Chief and Council of the LNIB that:

1. That a Special Information Meeting be held so that the Updated Amendments can be presented to LNIB membership for review;

2. The Updated Amendments proceed to a vote of the membership at the Special Band Meeting scheduled for July 23, 2022; and

3. That OneFeather Mobile Technologies Ltd. be engaged to oversee the vote on the Updated Amendments.

Motion Carried

Motion #06-28-2022-18 Reads: The Lower Nicola Indian Band Chief and Council move to go IN Camera at 9:34pm

Motion Carried

Motion #06-28-2022-19 Reads: Chief and Council move to reconvene at 11:05pm.

Motion Carried

Motion #04-19-2022-20 Reads: Chief and Council

Whereas LNIB Chief and Council has been presented with a proposal from Spayum Holdings Limited Partnership (“Spayum”) regarding the granting of a sanitary sewer utility right-of-way

through North Joeyaska IR No.2.

Whereas the proposed sanitary sewer infrastructure of approximately 1,250m will be constructed and paid for by Spayum and will service the Spayum’s Gateway 286 Project.

Whereas, following construction, the proposed sanitary sewer infrastructure would be owned and maintained by the City of Merritt.

Whereas the proposed sanitary sewer infrastructure will provide potential benefits to LNIB, including by providing opportunities for future connection to the sewer infrastructure by homes on Joeyaska IR No.2.

Therefore be it Resolved, the LNIB Chief and Council hereby move to support and authorize LNIB staff and

legal representatives to proceed with engaging Spayum and the City of Merritt, as applicable, to negotiate and prepare the documents that would give effect to LNIB granting a sanitary sewer utility right-of-way through North Joeyaska IR No.2, as described in the proposal, provided that any such legal documents will be subject to further direction and approval by the LNIB Chief and Council and will be subject to any other applicable requirements set out in LNIB's Land Code.

Motion Carried

Motion #06-28-2022-21 Reads: The Lower Nicola Indian Band Chief and Council move to go IN Camera at 11:30pm

Motion Carried

Motion #06-28-2022-22 Reads: Chief and Council move to reconvene at 12:34pm.

Motion Carried

Motion #06-28-2022-23 Reads: The Lower Nicola Indian Band Chief and Council move to adjourn the June 28 2022 meeting at 12:35pm.

Motion Carried

Summary of Action Items:

Action Item #1: Kari Reilander will contact Class Action Counsel and set up a meeting for Chief and Council in the next couple days to present information on the Gottfriedson Et Al v Canada Class Action Opt In For Bands. Action Item #2: Correspondence will go out to the Thompson Nicola Regional District with concerns on the way the situation was handled and doesn't support building meaningful relationships with neighboring Indigenous Communities.



Good Food Bag Notice

June 27, 2022

Please note we are trying a new approach for our Good Food Bag shops and have started shopping at Costco.

We are now going to incorporate dry goods (ex.bread, rice) into our program along with a variety of fruit and vegetables.

If you have a working vehicle, it is your responsibility to pick up your Good Food Bag or arrange to have a family member pick it up, we will contact you 3 times, if the Good Food Bag is still not collected it will be donated.

With shopping at a new store and adding new things to the Good Food Bag your feed back is important to us. If you have comments or feedback, please feel free to let us know and we will take them into consideration for future shops.

You can contact Kait Basil at the Community Services 250-378-5157.

Thank you from Good Food Bag Program!

We hope you have a wonderful day!



1. Overview of the Program

Civeo's Indigenous Management Trainee Program offers qualified participants an opportunity to enroll in a mentorship program designed to prepare candidates to work in the hospitality and food services industry by providing training aimed at developing a fundamental business and customer service background. The program will focus on building a variety of skills and knowledge in key industry areas. This hands-on experience offers great diversity and depth and equips the candidate to acquire the principals of effective supervision and management as they apply specifically to the hospitality industry.

With skilled supervision, a variety of field-based operational training, exposure to a variety of functional areas, and mentoring to ensure success, graduates of this program may become qualified to move into a variety of challenging roles within or outside of the organization.

Throughout the program, the Manager and Trainee, in collaboration with program mentors and the IMTP committee, are exposed to different subject matter experts, monthly calls, and centralized guidance. This field experience is then combined with leadership training and increased levels of responsibility in project services, front-end planning, coordination, and other functional areas. Once focused training has been completed, the Trainee graduates from the program may move onto junior operational roles, junior management roles or other functional positions.

1.1 Applicant Screening

1.1.1 Position Description:

- This is an entry-level leadership development program designed to prepare qualified candidates for future supervisory and management positions within Civeo.
- The program will involve "hands-on" field work, which is physically demanding and labor intensive, which will require working extended hours in remote locations.
- Successful candidates receive training in various facets of Lodge Operations - Housekeeping, Culinary, Front Office Administration, Light Maintenance, Human Resources & Labour Relations, and other areas of our business related to the catering and lodge management
- Candidates must be committed to learning and understanding the tasks at each phase of the training program including, proper work procedures, job planning, safety, cost awareness, and developing team and customer relations.
- Candidates must be motivated, self-starters, and have excellent communication and organization skills combined with a strong work ethic.
- The program is typically 12 months in duration but is dependent on the Trainee's previous experience, accomplishments during the program and business operational needs. Candidates completing the Management Trainee Program have the opportunity to pursue a career in a variety of roles within lodge operations.
- The decision on the candidate is made jointly between the Manager and a Program Advisor.

Please Contact Steve Wilks for more information on this Indigenous Management Trainee Program offered through Civeo

Mechanical Co-op**Location:** Teck – Highland Valley Copper, BC**Duration:** 8 – 12 months**Posting Date:** June 24, 2022**Closing Date:** July 8, 2022**Why consider Teck Resources Ltd. for your Co-op placement?**

Teck hires more than 150 co-op students each year to work at our various Canadian operations. Teck has been named as one of [Canada's Top 100 Employers by Mediacorp Canada's Top Employers](#) program for the past five years and was included in the [Forbes World's Best Employers 2021](#) list and [Canada's Top Employers for Young People 2021](#). In 2021, Teck was named to the [Dow Jones Sustainability World Index \(DJSI\)](#) for the 12th consecutive year, indicating that Teck's sustainability practices rank in the top 10 percent of the world's 2,500 largest public companies.

Innovate with Teck

Digital technologies are redefining our industry and contributing to improvements in every step of the mining process. We improve our efficiency, safety, sustainability, and growth by putting smarter ideas to work and crafting advancements in our technology and our practice. At Teck, we embrace new ideas, and employ them. Teck fosters a culture where employees are encouraged to bring ideas forward and implement technologies that can help make us a better company.

Professional benefits of working as a co-op with Teck Resources Ltd:

- Our values guide every decision we make as a company and as individual employees. Teck is led by our values of safety, sustainability, integrity, respect, excellence, and courage
- The opportunity to work on exciting projects alongside a team of professionals who are specialists in their respective fields, you will experience a combination of projects in the field as well as in the office
- Competitive salary for our co-ops as well as assistance with travel costs and co-op fees
- Make an impression! Successful co-ops with Teck are given first consideration for professional positions upon graduation

Requirements

- Working towards an Undergraduate degree in Mechanical Engineering
- Comfortable working in a dynamic industrial work environment with a range of engineering, technical and operational personnel
- Willingness to work outdoors and able to operate vehicles at our operations, in various weather conditions and terrain
- Motivated self-starter with the ability to manage numerous projects simultaneously
- Strong written, verbal, and interpersonal communication skills with a capability to communicate complex ideas to all levels
- Proficient in Microsoft Office applications (Word, Excel, PowerPoint, Access) and a solid understanding of AutoCAD and Solidworks would be advantageous

Responsibilities

- Participation in the health and safety programs of Teck to ensure that everyone on site goes home safe and healthy every day
- Develop and implement equipment maintenance programs based on the Reliability Centered Maintenance methodology in collaboration with maintenance planners, supervisor, tradespeople, and other equipment subject matter experts.

- Implement and manage Condition Based Monitoring technologies (Oil analysis, vibration analysis, infrared thermography, etc.) in asset maintenance programs. Interpret findings and initiate and support corrective work.
- Maintain and continually improve equipment lubricant specifications.
- Develop and monitor key performance indicators related to maintenance and reliability
- Routinely review production losses with maintenance and operations departments and select reliability issues to investigate.
- Support facilitated Root Cause Analyses of chronic and significant acute production interruptions, safety incidents, and equipment failures. Prepare written reports of findings and manage the completion of corrective actions.
- Provide support to tradespeople, operators, supervisors, and planners participating in various reliability processes, including smaller-scale frontline failure analyses and equipment troubleshooting, as required.
- Support maintenance work execution, planning and scheduling practices.

All students will be required to complete pre-employment drug testing prior to commencing work.

Lifestyle

At Teck, we have a variety of flexible schedules that can offer you a work life balance. Teck also offers the chance to live and work in some of the world's most amazing locations where year-round local attractions and recreational choices are unlimited for the outdoor enthusiast! We have world-class mountain biking, skiing, hiking and fly fishing all at your doorstep.

At Teck, we value diversity. Our teams work collaboratively and respect each person's unique perspective and contribution.

We wish to thank all applicants for their interest and effort in applying for the position; however, only candidates selected for interviews will be contacted.

Teck is a diversified resource company committed to responsible mining and mineral development with major business units focused on copper, steelmaking coal and zinc, as well as investments in energy assets.

Headquartered in Vancouver, Canada, its shares are listed on the Toronto Stock Exchange under the symbols TECK.A and TECK.B and the New York Stock Exchange under the symbol TECK.

Learn more about Teck at www.teck.com or follow [@TeckResources](https://twitter.com/TeckResources).

Asset Health Supervisor
Teck Highland Valley Copper
Posting Date: June 23, 2022

Closing Date: July 7, 2022

Reporting to the Senior Reliability Specialist, the Asset Health Supervisor is responsible for monitoring real-time mobile mining equipment data and combining it with available condition-based information to make informed maintenance decisions to optimize equipment performance. This role would be an important liaison between operators and maintainers in relaying equipment information to optimize reliability and availability. This role will operate on a 4x4 schedule rotation.

To be successful, we are looking for someone that is skilled at making effective and timely decisions, who can prioritize multiple demands and modify decisions and actions in response to changing information and circumstances. The successful person would have high integrity and excellent interpersonal and communication skills. A passion for technology and continuous improvement would be essential for success in this role.

Join us in the Highland Valley and enjoy a variety of recreational opportunities at your fingertips. Whether you enjoy biking and skiing, or prefer the laid-back atmosphere of fishing and hiking, there is something for everyone! The mine site is a 50-minute drive from Kamloops, B.C. which provides all the comforts of city living. It is also close to Merritt, Ashcroft, and Logan Lake, which all exude a small-town community atmosphere.

Responsibilities:

- Be a courageous safety leader, adhere to and sponsor safety and environmental rules and procedures
- Assist maintenance dispatcher in rapid troubleshooting of down equipment including triage and providing appropriate diagnostic information
- Monitor asset health risks through real-time monitoring, oil sample analysis, leak management, and other condition based monitoring to make critical decisions pertaining to equipment
- Work closely with the Autonomous Haulage System team to monitor active health events and concerns with autonomous mine truck fleet
- Identify and communicate pending failures that can be planned and scheduled in the future
- Facilitate the feedback loop to Ops on Reliability practices and performance and follow up on Ops concerns regarding equipment health
- Assist the reliability department with identifying bad actors and continuous improvement of the maintenance strategy to match operational practices
- Facilitate the feedback loop with Operations regarding equipment concerns and health

Qualifications:

- Journeyperson's ticket, or related technical diploma
- Experience in diagnostics in Cummins / Detroit engines
- Strong computer skills, particularly in OEM systems, CMMS, Microsoft Office® Excel and Outlook
- Diagnostic experience in haul trucks (Caterpillar, Komatsu) and/or shovels (P&H) both electrically and mechanically would be an asset
- Experience in Asset Health Monitoring systems, oil sampling, etc. is an asset

At Teck, we value diversity. Our teams work collaboratively and respect each person's unique perspective and contribution. Our values guide every decision we make as a company and as individual employees. They describe what is most important to us, and set the bar for how we behave in our interactions with society, with our business partners and with one another.

Qualified applicants interested in joining a dynamic team are encouraged to submit a resume and cover letter electronically.

We wish to thank all applicants for their interest and effort in applying for the position; however, only candidates selected for interviews will be contacted.

Your application to this posting is deemed to be your consent to the collection, use and necessary disclosure of personal information for the purposes of recruitment. Teck respects the privacy of all applicants and the confidentiality of personal information.

Teck is a diversified resource company committed to responsible mining and mineral development with major business units focused on copper, steelmaking coal, and zinc, as well as investments in energy assets. Headquartered in Vancouver, Canada, its shares are listed on the Toronto Stock Exchange under the symbols TECK.A and TECK.B and the New York Stock Exchange under the symbol TECK.

The pursuit of sustainability guides Teck's approach to business. Teck is building partnerships and capacity to confront sustainability challenges within the regions in which it operates and at the global level. In 2019, Teck was named to the Dow Jones Sustainability World Index (DJSI) for the tenth straight year, indicating that Teck's sustainability practices rank in the top 10 per cent of the world's 2,500 largest public companies in the S&P Global Broad Market Index.

Learn more about Teck at www.teck.com or follow @TeckResources

Welder Journeyperson**Teck Highland Valley Copper****Posting Date:** June 23, 2022**Closing Date:** July 7, 2022**Location:** Logan Lake, British Columbia, CA

Reporting to the Mine Maintenance Supervisor, Welders are responsible for repairing and maintaining site structures and equipment in a shop or field environment.

Responsibilities:

- Be a courageous safety leader, adhere to and sponsor safety and environmental rules and procedures.
- Maintain and repair site structures and equipment in all areas of the Mill.
- Read and interpret blueprints or welding process specifications.
- Operate welding equipment, flame cutting, hoisting, and lifting equipment.
- Troubleshoot production problems and take preventative or corrective action.
- Maintain a clean, orderly, and safe work environment.

Qualifications:

- Journeyperson (certified)
 - British Columbia – Red Seal & Welder “A” Ticket or Specialty Metals
 - Alberta – Red Seal
 - Or equivalent if from other provinces
- BC PWP 7 is an asset.
- Minimum four years’ welding experience in an industrial environment.
- A valid driver’s license (minimum BC Class 7N) or equivalent.
- Strong interpersonal skills.
- Ability to work independently and as part of a team.
- Must be willing to work shift work: two twelve-hour day shifts followed by two twelve-hour night shifts and four days off.

Benefits:

We offer the chance to live and work in the Highland Valley and enjoy a variety of recreational opportunities, such as hiking, skiing, fishing, and golf! The mine site is a 50-minute drive from Kamloops, B.C. which provides all of the comforts of city living. The mine site is also close to Merritt, Ashcroft, and Logan Lake, which all exude a small town community atmosphere.

Permanent full-time tradespeople are offered a competitive compensation package that includes:

- Comprehensive Benefits Plan including but not limited to medical, dental and vision

- Retirement Package
- Healthy Lifestyle Account

At Teck, we value diversity. Our teams work collaboratively and respect each person's unique perspective and contribution.

Qualified applicants interested in joining a dynamic team are encouraged to submit a resume and cover letter electronically.

We wish to thank all applicants for their interest and effort in applying for the position; however, only candidates selected for interviews will be contacted.

Teck is a diversified resource company committed to responsible mining and mineral development with major business units focused on copper, steelmaking coal and zinc, as well as investments in energy assets.

Headquartered in Vancouver, Canada, its shares are listed on the Toronto Stock Exchange under the symbols TECK.A and TECK.B and the New York Stock Exchange under the symbol TECK. Learn more about Teck at www.teck.com or follow [@TeckResources](https://twitter.com/TeckResources).



Production Worker

Recognized as one of Canada's Best Managed Companies, Barkman Concrete Ltd. is a leading manufacturer of precast concrete. In 2021 Barkman began constructing a new world class paving stone production facility in Merritt, BC with production scheduled to start in late summer 2022. Barkman is an equal opportunity employer where you can start or continue to build your manufacturing career. On the job training is provided in a friendly, team-minded environment.

Barkman Concrete Ltd. is a family-owned company where our focused investment to our success is People - Quality - Capacity. Barkman has sustained growth through the contributions of our team members' commitment to customer service, quality, and innovative products. Products produced at our Hess machine facility are found throughout Canada and the US in DIY projects to high-end homes, commercial applications and assisting in beautifying public outdoor spaces.

For a full visual tour of our Manitoba Hess plant which will be similar to the Merritt facility you can view the How Barkman's Pavers are Made video on-line:

<https://www.bing.com/videos/search?q=barkman+concrete%2c+hess&view=detail&mid=A4D63B35AFA80895C589A4D63B35AFA80895C589&rvsmid=85D8C9C47F696399792D85D8C9C47F696399792D&FORM=VDQVAP>

As we build our team in Merritt, we currently have an opportunity for a detailed focused individual to join as an entry level production worker. You will work a day shift schedule, Monday to Friday with overtime available as required by production demand.

People Skills: You will have a positive attitude, willingness to help co-workers' complete tasks, be punctual with a commitment to good attendance and the ability to work with others to problem-solve.

Focus on Quality: You will have an eye for detail and take pride in your workmanship. Barkman takes pride in what we do therefore, a high level of commitment and a can-do attitude towards quality is a vital requirement for this role.

Capacity: You will understand the importance of time management and work ethic towards getting tasks completed and meeting high quality customer service standards.

Some of the responsibilities and qualifications for this role include:

- Crosstrain at various workstations to be able to rotate jobs to build a cohesive team where teamwork, problem-solving and continuous improvement are focused on
- Follow daily job travelers to ensure orders are complete
- Assist with the Total Preventative Maintenance program for the machine
- Potential to become forklift and crane certified to operate equipment inside the plant and in the yard
- Ensure that safety policies are followed by leading by example
- Maintain quality workmanship by following Standard Operating Procedures and quality standards
- Assisting with tracking data and information in computer system
- Physical activities include walking, standing, kneeling, bending, lifting (up to 50lbs), reaching, using arms/hands to operate equipment, visually distinguishing colors
- Required to wear a hardhat, safety glasses, safety shoes, hearing protection at all times and a respirator (which requires an employee to be clean-shaven) when needed for specific jobs

The ideal candidate may have:

- Experience in a manufacturing environment
- Forklift or mobile equipment experience
- Basic computer skills for entering data and recording information
- Effective verbal and written communication skills
- An eye for detail and color to create products that meet customer expectations

To be successful in this role you will have:

- A mindset of problem solving, clear communication and creating a respectful team environment
- Self-motivated with an interest in continual learning/training
- Reliable and punctual
- Able to work independently in a fast-paced environment
- Pride in your and your teams' workmanship with a commitment to Continuous Improvement
- Interest in learning about how to run various pieces of equipment and machinery

Barkman offers you group insurance, a retirement savings plan and education subsidies. Wages will be dependent on education, skills, and experience. To learn more about our company and products visit www.barkmanconcrete.com

Please submit your resume by:

Email: hr@barkmanconcrete.com

Website: www.barkmanconcrete.com/careers

Only those candidates selected for interviews will be contacted.