

January 2020

Timiskaming First Nation



Wishing everyone a Happy Holiday Season

All offices closed from
Friday, December 20th, 2019 at noon
Regular hours will resume
Monday, January 6th, 2020.

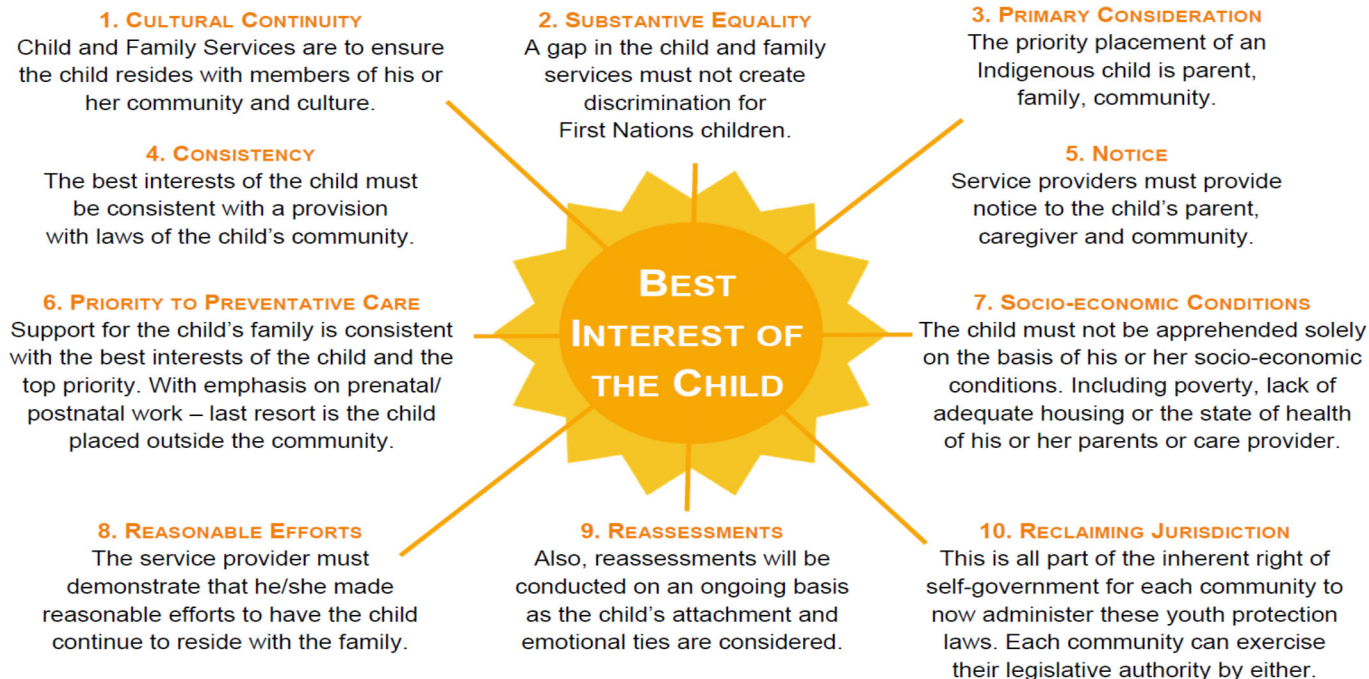


WHAT IS BILL C-92



Bill C-92 is an Act respecting **First Nations youth and families** that makes family unity the top priority and strengthens the obligations to inform the parent, care provider/guardian of decisions regarding youth protection actions. Section 13 of the Act expands on the rights of participation and makes representation in court or in a child welfare matter relating to a community child. This Act is meant to ensure that the **best interests of the child** involve the parents, family, kinship and community.

Other principles' in this Act to be involved to keep families together include:



The Chief and Council are currently looking at their options for transitioning to a process that reclaims jurisdiction which may include:

Giving notice to the provincial government that **we will enact our own laws** for the creation of a governing body.



Request that the Quebec government enter into a **coordination agreement** which would include fiscal arrangements to secure long-term outcomes for the community, families and children which could involve such details as:

- keeping the delegated agency but bring it under First Nations control
- sharing decision making with the provincial authorities for transition
- creating temporary measures until the best choices are sorted out

IN OUR COMMUNITY...

Between April 2016 and March 2019 there were an average of **39** reports made to the Directorate of Youth Protection (DYP).



Neglect



Serious risk of neglect



Physical abuse

Children receiving a youth protection intervention comprise **22%** of the population **under the age of 20**.

In August 2019, there were **40 active** youth protection cases in Timiskaming First Nations.

88% of children placed in care, **remained in the community**.

10% of children and youth under the age of 20 **live with foster families**

There was a **33%** increase in **children receiving a youth protection intervention** in 2019 com-



Youth protection interventions with children **remaining in their homes** since 2010

The overall First Nations picture:

- Indigenous children are **8 times more** over-represented in placement in foster families and social services in general
- A process is in place to follow-up for engagement at a national level and connections with the Quebec Chiefs thus providing oversight and guidance.
- If a community does not get cooperation within 12 months from a provincial government representative for Bill C-92 action, they can go ahead and create and implement their own law.
- After a letter to the Quebec minister, Mr. McCann has not yet committed to discussions with federal and First Nation partners. They may fight, work together or reluctantly accept the changes.
- The FNQLHSSC is willing to engage the discussion with communities.

Holiday Schedule for Medical Transportation

Please note the Medical Transportation department will be closed from December 20th @12:00 p.m until regular hours resume on Monday, January 6th 2020.

Those of you who have medical appointments during this time, please call the medical transportation department on or before December 20th, 2019 and we will make arrangements for your transportation.

Should you require Medical Transportation during the office closure please call Saugeen Taxi:

Nelson Wabie: Home:819-723-2096
Cell:819-629-1244

Cheyenne Chevrier: Cell: 819-629-4680
Cell: 819-629-4715

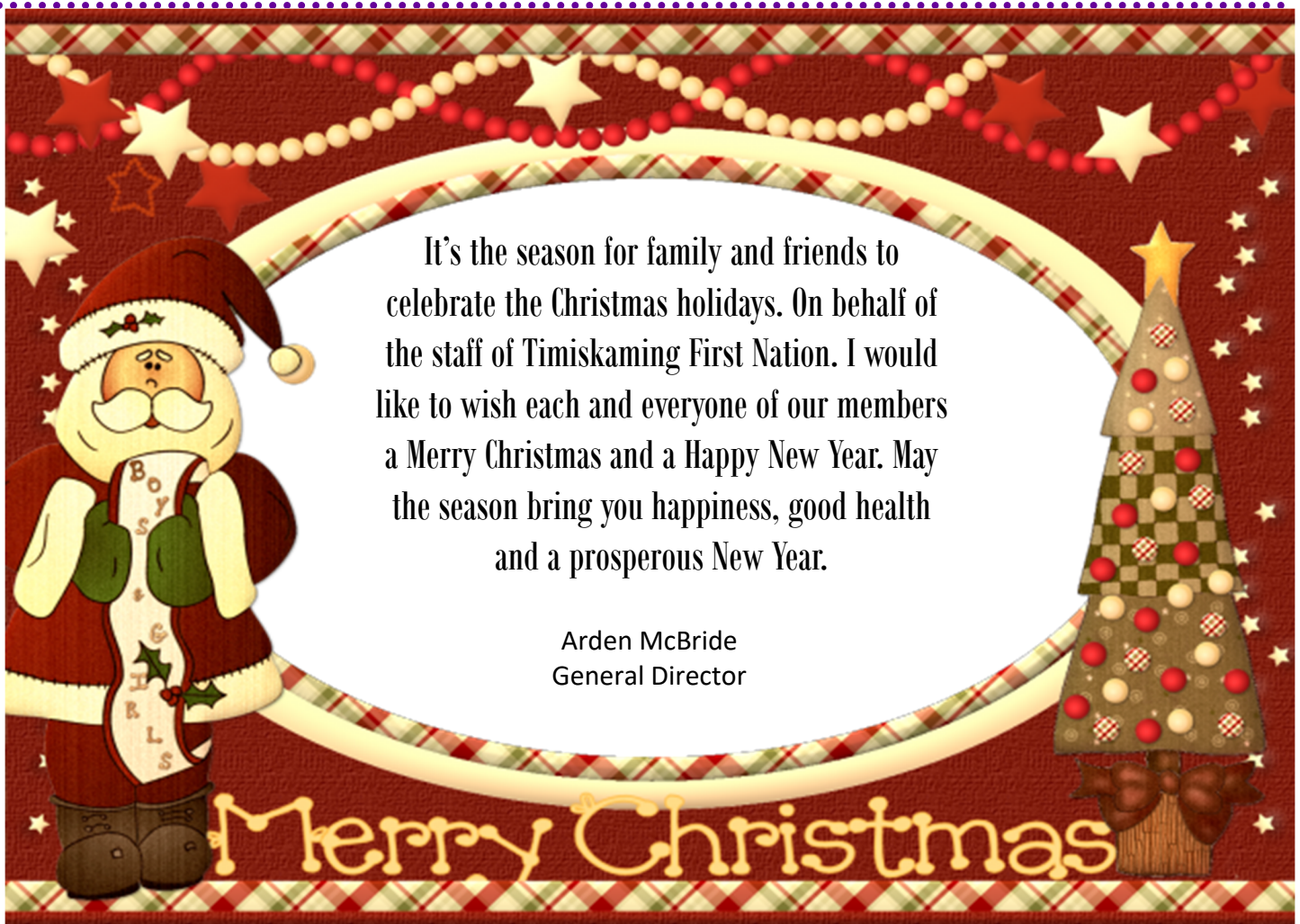
Have a safe and wonderful Holiday Season!

Message from the TFN Police

The new year is almost upon us!

The TFN Police would like to remind persons that the firing of guns at midnight within residential area is illegal and very dangerous, rather than have a loaded gun in your hands a better way to bring in the new year would to be wishing family and friends a happy and prosperous NEW YEAR! This makes for all of us a safer start to the New Year! Remember also there is no way to predict where the bullet will land as it will be travelling at about the same velocity it went up, we are asking everyone to comply & The TFN Police would like to wish all a very happy new year for 2020.





It's the season for family and friends to celebrate the Christmas holidays. On behalf of the staff of Timiskaming First Nation. I would like to wish each and everyone of our members a Merry Christmas and a Happy New Year. May the season bring you happiness, good health and a prosperous New Year.

Arden McBride
General Director

New employee

Youth Centre coordinator



It is with great pleasure that I take on the role as TFN's Youth coordinator for the Health & Wellness centre. I am looking forward to meeting with the youth, & working together to promote the relationships between you and this community for a healthy lifestyle & a positive future.

There are challenges ahead that will be overcome only by having your voices heard.

My message to everyone is that a community's youth is its greatest natural resource. Only by investing in this resource through education, leadership, physical & mental health will we reap the benefits as part of something greater than ourselves.

Preston Phillips/ Youth coordinator

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Everyone is Invited to join us in a
Celebration Feast & Grand Opening of our
Sweat Lodge Ceremonial site for
Timiskaming First Nation

Friday January 17th, 2020

At the Health Centre

For 9 am—Feast @ 12 pm



Meeting our Sweat Lodge Keeper, [Henry Mathews](#).

The day will start off with [Teachings](#) about the [Sweat Lodge](#).

The Sweat Lodge will be built during the afternoon and there will be 4 sweats throughout the weekend.

Please call to register for feast purposes, Cathy @ 819-723-2260

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Housing Department

2 Bedroom home / rent to own

3 Makwa Street

The tentative move in date is to be confirmed. Rent will be \$355.00 / month.

Description:

2 bedrooms

1 washroom

Living room

Kitchen

Full basement

2 Bedroom Duplex for rent

25 King's Road

The tentative move in date is to be confirmed. Rent will be based on income.

Description:

2 bedrooms

1 washroom

Living room

Kitchen

Accepting applications immediately, the deadline for submitting your application is:

January 17th, 2020 @ noon

Application forms available at 24 Algonquin Avenue, please stop by to see TFN's Housing Department.

Please submit your completed application to the Housing Department.



*Merry Christmas
and
Happy New Year*

*May your home be filled with the magic and joy of Christmas,
and may your hearts be filled with love and warmth.*

From the TFN Housing Department;

*Don Chy Simon Chief
Punchy Quid I North*



SENIORS
WORKSHOP
APPLIQUE PILLOWS

January 13th, 14th & 15th, 2019

4pm—9pm

Seniors Unit



Supper and snacks will be provided

Call Marsha to register

819-723-5223

BOWLING

FOR TFN SENIORS

Thursday, January 9th & 23rd, 2020

1:30 pm

Tri-Town Bowling Alley

Haileybury, Ontario

Bus will not be provided.

Carpooling can be arranged.

Please contact

Marsha at 819-723-5223

if you require further information



JORDAN'S PRINCIPLE

IMPORTANT MESSAGE

Due to the high volume of requests in demand beginning **November 25th, 2019 I will be seeing clients by appointment only unless it is an urgent situation.** Please contact our Social Services worker Laura Moore who can assist you with the required documentation: a written letter to Indigenous Services Canada, to fill out the Intake Form and to sign the Consent Form so the file can be opened. To help speed up the process please make sure you have all documentation on hand for your appointment. For example: receipts, invoices, a referral letter by a professional, a school teacher, a social worker, etc. depending on the nature of services being requested.

The file on your request must be completed before it is forwarded to Indigenous Services Canada. **No request will be forward without all of the proper documentation first.** It is **your responsibility** to assure that all documentation is provided with your request.

Thank you for your understanding & Cooperation.

Betty Rose Tepiskon
Jordan's Principle Coordinator

**For more information please contact Laura Moore
at the Health & Wellness Centre, 819-723-2260**



The process of the request to Jordan's Principle Indigenous Service Canada

In order to speed up the evaluation process of the requests you submit under Jordan's Principle, here's a reminder of the **3 essential documents** I need:

1- The **Jordan Principle intake form** must include the following information, as indicated below:

- **Child's information** (name, date of birth, name of both parents, community of origin and postal address)

- **Services requested:**

- type of product or service 1, 2, 3 ... (ex: 1-speech therapy, 2-transport, 3-specialized equipment)

- frequency (ex: 10 sessions, 10 return trips, 1 time)

- detailed cost (ex: 10 x 100 \$ per session = 1000 \$, 10 x 50km round trip x 0.225 / km = 112.50 \$, 499.99 \$ + 75 \$ taxes + 50 \$ shipping fees = 625 \$)

- **The Jordan's Principle Coordinator verifies the history of the application:**

- Check if an existing program covers the products / services you request.

- Which program refused your request?

- Why?

- **Which professional recommends the product / service requested for the child (point 5 of the form)?**

ex. 1- The teacher recommends that the child be assessed in speech therapy

ex. 2- The pediatrician recommends that the child is evaluated in neuropsychology for ADHD

ex. 3- The occupational therapist recommends that the child have specialized equipment to help him develop his fine motor skills

ex. 4- The social worker recommends that the mother have access to a respite service (for X reason)

**** You must have a written recommendation for each product / service request ****

- **The Coordinator calculates the payment (point 6 of the form)**

- Final total cost (you must add the total cost of each product / service requested)

Ex. (\$ 1000 + \$ 112.50 + \$ 625) **\$ 1734.50**

- **Your remarks are very important (point 7 of the form)**

- You must summarise / explain the situation of the child, why he/she needs the requested service, how the service will be organised, any information that allows us to better understand the situation and the request for service.

- In this section, you can enter information about Substantive Equality. Substantive Equality can be given when the product / service is above normative standard, ie when it is not available to all children in the province:

Ex. - Socio-economic and family environment of the child

- Would the child be at a disadvantage if he does not have access to the service? How?

- What would be the consequences if the child does not have access to the product / service?

- How does the request for the product / service meet his/her needs? Etc...

2- A written recommendation from a health, education or social services professional

3- A quote for the cost of the product / service from the service provider

4- A support letter, or a letter from the parents is necessary, depending on the product / service requested.

5- A consent to follow up with services requested. Ex: by a professional, service provider, Medical transportation, etc...

Please send your requests to Jordan's Principle once you have ALL THE DOCUMENTS in hand to submit a complete application. The delay of 48 hours (individual request) and 7 days (group request) begins when we have all the documentation on file.

For more information please call Betty Rose Tepiskon at 819-723-2260 ext. 153

Wedokowin First Line Services

Social Intake

Experiencing stress, anxiety, depression ?

Need support as a parent ?

Questioning yourself about your drinking habits and/or other substances use ?

Bereavement ?

First pregnancy ?

Just separated ?

Loneliness ?

Victim of bullying ?

Domestic abuse ?

Financial problems ?



Just need to talk ? ... If in doubt, give the Intake Worker a call !

The Intake Worker is here to support you. Don't hesitate to call.

(819-723-2260 ext. 145).



* the Intake worker is bound by confidentiality and will respect your boundaries.



New activity coming soon !!

Mom and Baby Dance ☺

Just had a baby ?

Want to get out of the house and meet with other moms ?

Want to get moving at your own pace ?

Want to spend quality time with your newborn ?

** No Dance Skills and/or Experience Required **

Come share wonderful moments with your baby (2-12 months) and other mothers

Stay tuned !!!

Already want to sign in ? Call at the Health and Wellness Centre to give your name and contact infos (819-723-2260) ; you'll be contacted with the details !



News in education – December 2019

PERFECT ATTENDANCE – November

St-Joseph: Lyv Perreault Lavoie, Aiyanna Cloutier, Summer King, Sydney King, Danika Roch McLaren, Amélie Roussel, Emmy Kearney-Wabie, Liam Wahsquonaikeshik, Zander King Paquette.

RDQ: Xavier King Paquette Miljour, Jared Polson, Ethan Perreault Lavoie, Lydia Simpson Tasset, Keirah King Tebiscon.

TDSS: Lyle Babin, Kirstin Bourdon-Trudel, Karlie Chief-Chevrier, Jamie DeKeyser, Tyra McLaren, Aidan Polson, Tyler Polson, Madison Cook-Tebiscon, Ethan Wabie.

STUDENT VISITS TO POST-SECONDARY INSTITUTIONS – Before March 31st, 2020

Potential TFN grade 12 graduates along with their parents are encouraged to visit the post-secondary institution of their choice for fall 2020 registration. The Education Partnerships Program has a limited budget to be able to pay expenses for this activity. The budget does end on March 31st 2020 so we recommend that these visits be done well in advance of that date. If we do not spend that budget, we will not get funding for this activity for the next fiscal year. The only requirement is that the student book a visit with the college or university of their choice, bring in the confirmation date and an expense claim will be submitted to finance. Please do this at least 2 weeks prior to the visit so that finance has sufficient time to process the request. For more information, contact or see Audrey McLaren at the band office. She can be reached at 819-723-2335 extension 234 or email: epp.coordinator@atfn.ca Students and parents have benefited from this program in the past and appreciated this opportunity.

Students can go online to book their visits or contact the Indigenous Student Services Center of their chosen institution.

EDUCATION ADVISORY COMMITTEE – members needed

The Education Advisory Committee (EAC) needs parent representation for its committee. There are no more than 4 meetings during the school year which are time limited. They are held at Kiwetin's library from 4:45 to 6 pm. We need one parent representative for the Commission Scolaire du Lac-Témiscamingue (RDQ or St-Joseph), one for post-secondary, and one for TDSS. If you would like more information or wish to sit on this committee, please contact Audrey McLaren at the band office at 819-723-2335 extension 234 or email her at epp.coordinator@atfn.ca



FNEC GAMES – May 20th to 24th, Quebec City

Kiwetin school will be represented once again at the 13th annual FNEC inter-school games from May 20th to 24th, 2020. Registration is open to students from the community who are between **10 to 18 years of age**, at **May 20th**. **Registration will be held on Thursday, January 23rd from 6 to 8 pm at Kiwetin's library.** It is important that all those who are interested be present because we will be ordering hoodies and track pants for the participants. If you register too late, you will not have these team items. **Parents and students are invited** so that important information can be provided at this time. **A valid health card is also required at registration.** For more information, contact either the **Principal, Mrs. Jane Wallace** or the **gym teacher, Marc Piché**, at Kiwetin, or **Audrey McLaren** at the band office.

SOARING – Indigenous youth career conference – Ottawa – March 5th and 6th 2020

TFN high school students in **grades 9 to 12 (TDSS) or Secondaire 3, 4 and 5(RDQ)** are invited to attend this event. The focus of this conference is to promote careers and post-secondary education. Workshops are held on March 5th and visits are arranged for the 2nd day: University of Ottawa, NAV Canada, etc. All activities are mandatory. For more information or to state your intent, **contact Audrey at the band office.** Basic expenses are covered. **Deadline is January 10th**. Since this event does not usually garner much student participation, there will be no bus organized but personal transportation only.

***May this Christmas end the present year on a cheerful note and
make way for a fresh and bright New Year. Here's wishing you
a Merry Christmas and a Happy New Year!***

From the TFN Education Department

Allan McLaren – Laurette Renaud – Audrey McLaren





Timiskaming First Nation Economic Development

Young Entrepreneurs Symposium 2019

Andrea Millette, Economic Development Assistant/officer attended the YES 2019 Symposium on November 18-21 representing TFN in Richmond, British Columbia. Sponsored by the First Nations Quebec Labrador Economic Development Commission (FNQLEDC) and Lojiq Montreal. Andrea and her team got first place out of 16 teams, winning an iPad and the grand prize of \$5,000. The symposium included indigenous entrepreneurs, CEO guest speakers, a series of challenges including, marketing, innovation, commercials and team building.



**The Polydium is offering skating during the
Holidays free of charge for everyone!**

Here is the schedule:

December 27th 28th 29th 30th 31st, 2019

Skating 1pm to 2 pm

Skating with hockey stick 2pm to 3pm

January 3rd 4th 5th, 2020

Skating 1pm to 2pm

Skating with hockey stick 2pm to 3pm



*Merry
Christmas*

*Happy
new year*

Community Paint Night

Express yourself! Getting creative is good for the soul !

No experience required unleash your creative side,
please register with Bonnie.

Tuesday, January 14th & 28th from 6-8pm Artist Darlene



Register with Bonnie

A MESSAGE FROM PUBLIC WORKS

The operating hours for the eco-Centre will be
9 (AM) to 3 (PM) every Saturday.

We hope this change will not be of an inconvenience to our patrons and
thank you for your understanding.



Mass Schedule

Please Join us....

Every Tuesday 10:00am at the
Anishnabe Long Term Care Centre.

ALTCC.

Freezer Meals Prepping



Freezer meals prepping!

Month of January, 2020

January 8th 1pm to 3pm

January 9th 6pm to 8pm

January 15th 1pm to 3pm

January 22nd, 1pm to 3pm

January 29th, 1pm to 3pm

Join us at the Health Center and don't forget to sign-up

Alzheimers Awareness

Normal Aging	Dementia
Not being able to remember details of a conversation or event that took place a year ago	Not being able to recall details of recent events or conversations
Not being able to remember the name of an acquaintance	Not recognizing or knowing the names of family members
Forgetting things and events occasionally	Forgetting things or events more frequently
Occasionally have difficulty finding words	Frequent pauses and substitutions when finding words
You are worried about your memory but your relatives are not	Your relatives are worried about your memory, but you are not aware of any problems

A Poem About Alzheimer's

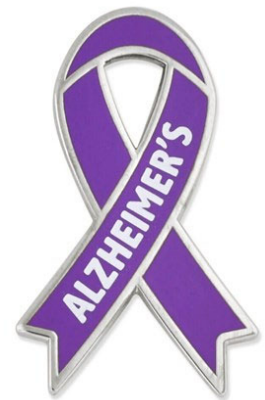
Anonymous

Do not ask me to remember.
Don't try to make me understand
Let me rest and know you're with me.
Kiss my cheek and hold my hand.

I'm confused beyond your concept.
I am sad and sick and lost.
All I know is that I need you
To be with me at all cost.

Do not lose your patience with me.
Do not scold or curse or cry.
I can't help the way I am acting.
Can't be different 'though I try.

Just remember that I need you.
That the best of me is gone.
Please don't fail to stand beside me,
Love me 'til my life is gone.



Nurses Corner



Happy New Year

Our Team:

Kassy – Registered Dietitian
 Dianne – Home Care
 Isabelle – Nurse in Charge
 Chantal – Maternal and Child Health
 Brenda – Home Care PSW
 Colleen – Community Health Rep
 Cindy – Chronic Disease Management
 Shelly – Medical Records
 Absent:
 Denise – Dental Hygienist

	Monday	Tuesday	Wednesday	Thursday	Friday
Program hours	8-430pm	8-430pm	8-430pm	8-430pm	8-430
Walk in	930am-1130am	930am-1130am	930am-1130am	930am-1130am	930-1130
Lab collection		8am-930am			
Exercise with Brenda and Cindy		130-3pm Youth Centre		130-3pm Youth Centre	
Dispill Delivered			After lunch		
STI testing	930am-1130am		930am-1130am		
Immunizations		1pm – 4pm			

Other appointments such as foot care, home care, chronic disease management and other services are preferably booked by appointment.

Please book footcare in advance, appointments fill up quickly. Please remember to call ahead to cancel your appointment if you aren't able to make it. The appointment can be given to another client who needs care.

What you need to bring when you come to the clinic:

Your Quebec **health insurance card** (if it has expired, please contact the Régie de l'assurance-maladie du Québec at 1 (800) 561-9749); or contact Deb Stanger at Ville Marie hospital for assistance
 The complete list of **medications** you take, including over-the-counter medications, vitamins, supplements and natural products;
 The list of your **allergies** ;

Canadian Health Awareness for January

Bell Let's Talk Day - January 30*

Alzheimer's Disease Awareness Month

National Non-Smoking Week Sun 19th – Sat 25th

Weedless Wednesday 22nd



Practice the 4 D's to help you get through a craving

Delay



Wait out the urge to Smoke, it will pass in a few minutes

Drink Water



Sip the water slowly and hold it in your mouth a while

Deep Breathing



Breathe in as slowly and as you can, then breathe out slowly and deeply. Repeat 5 times

Distract

**LOOK!
A Distraction!**



Talk to a friend, focus on the task you are doing, get up and walk around, do something that takes your mind off smoking for a few minutes.

Submitted by the nurses



Submitted by the nurses

Anti-stigma

One of the biggest hurdles for anyone suffering from mental illness is overcoming the stigma attached to it. The annual Bell Let's Talk awareness campaign and Day is driving the national conversation to help reduce this stigma and promote awareness and understanding, and talking is an important first step towards lasting change.

Care & access

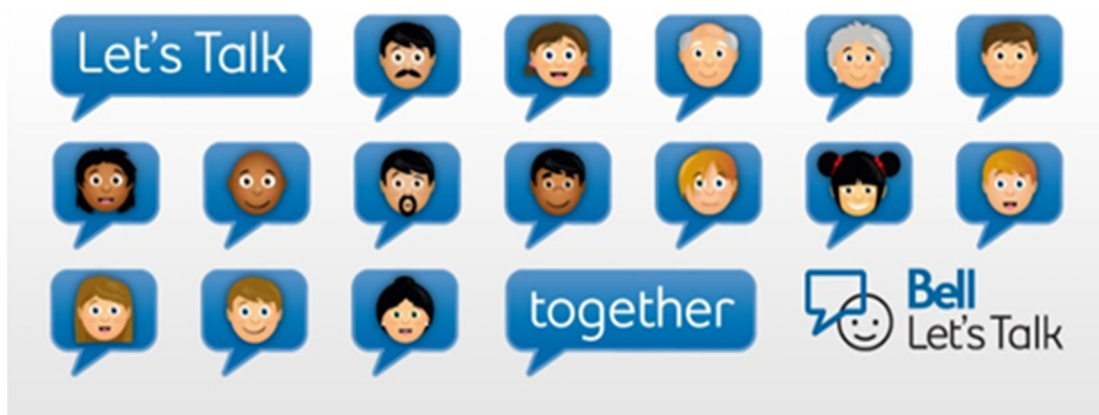
Bell supports a variety of organizations, including grassroots agencies, local hospitals and universities, to help provide Canadians with support services when and where they need it.

Research

Research holds the greatest promise to better understand treatments and cures. Bell is investing in best-in-class research programs with the potential to have a transformative impact on the mental health and well-being of Canadians.

Workplace health

Mental health is the leading cause of workplace disability in Canada and represents 15% of Canada's burden of disease. Bell is committed to leading by example in our own workplace by adopting the voluntary Standard for Psychological Health and Safety in the Workplace and is encouraging greater corporate engagement across Canada.



Seniors Corner

Seniors exercise group

At the Youth Centre every Tuesdays & Thursday

From 1:30pm to 3:30pm with Brenda (PSW)



If you require a ride or more information please call 819-723-2260

Seniors Committee meeting



shutterstock.com • 794450854

Thursday
January 9th, 2020 at
1:30pm



Job Opportunity - Homecare worker

Do you take pride in helping your elderly by doing home care work, such as; housekeeping (cleaning kitchen, living room, bathroom, maintaining the house clean), moping & washing floors, dusting, changing beds/laundry, meal preparation etc... Do you desire a job with flexible hours part-time hours while spending some time with our Elders that will allow you to balance work and family? If so, we can offer you a part-time job with some flexibility.

Call Lisa King @ 819-629-2676



FOOD SKILLS FOR FAMILIES

FOOD SENSE

HEALTHY COOKING ON A BUDGET

JOIN US!

FREE SIX WEEK HEALTHY COOKING PROGRAM

Cook simple nutritious meals
Learn to read nutrition labels
Tour your local grocery store

CONNECTING people in the kitchen.
TEACHING fun hands-on cooking skills.
MAKING HEALTHY EATING easy, enjoyable and affordable.



Timiskaming First Nation
Health & Wellness Centre



Yummy Recipes!

- Hummus
- Kale Salad
- Roasted Veggies
- Quesadillas
- Granola Bites
- Veggie Fritters
- Homemade Pizza
- Apple Crisp

Beginning Monday February 3rd, 2019

1:30p.m—4:30p. for 6 weeks

@ Seniors Unit

To **register** call Marsha at the Seniors
Unit **by January 22nd**

819-723-5050 spaces are limited

REGISTRATION MANDATORY



**With Kassy Breton—Registered Dietitian
& Marsha Wabie—Residential Schools Worker**

Baby Moose Mitts

January 14th & 16th 5-8pm

Please register with Janice at
819-723-2260

Space is limited

Meegwetch



Regalia making with Rhonda Doxtator

January 20th—24th, 2020 9am-5p.m

MUST be registered as space is limited.

- please call to give measurements and style of regalia you'd like to make.
- Call Janice at 819-723-2260



or fb message



Shopping bus

*** **Everyone is welcome** ***

The TFN Health and Wellness Center will have a bus going to New Liskeard once a month, starting in November:

January 31st (shopping)

Departure time: 9:30am **from the Health Centre**

*** Call the Health and Wellness Center at 819-723-2260
to sign up !



A friendly reminder

from the Timiskaming First Nation Police and O and M

Would like to advice all motorists of the Timiskaming First Nation, that there are new stops signs on Stanger's Road at the intersection of Makwa street (New development), making this intersection a 3 way stop. Please be mindful of this when traveling on Stangers road. The purpose of this is to make this area safer, thank you for your cooperation.

If you see a crime or have information about a crime please contact info crime at 1-800-711-1800, you may be able to upon request to receive up to 2000\$ in cash when the information you provide results in an arrest, criminal charges, or the seizure of goods from a suspect. You will receive the reward safely and anonymously.

Adoption of Bill 34 to simplify the process for establishing electricity distribution rates

Are you eligible for a credit?

In December 2019, the Québec government adopted *An Act to simplify the process for establishing electricity distribution rates*. You are entitled to receive a credit if you received at least one electricity bill in your name in 2018 or 2019. Find out how the legislation will be applied.

Terms and conditions applicable starting in 2020

- Rapidly-issued refund of approximately \$500 million to all customers who received at least one electricity bill in their name in 2018 or 2019.
- Rate freeze as of April 1, 2020.

Rapidly-issued refund of approximately \$500 million

This amount will be issued in the form of a credit or a cheque to Hydro-Québec customers who received at least one electricity bill in their name in 2018 or 2019. The credit will be paid at the end of January 2020 at the earliest.

The amount that will be applied to your bill or sent to you by cheque will be calculated based on a percentage of your electricity consumption billed between January 1, 2018, and December 31, 2019. This percentage will be available in January 2020.

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To learn more about how the credit is calculated, go to the [FAQ section](#) .

You received at least one electricity bill in your name in 2018 or 2019 and you are still a Hydro-Québec customer?

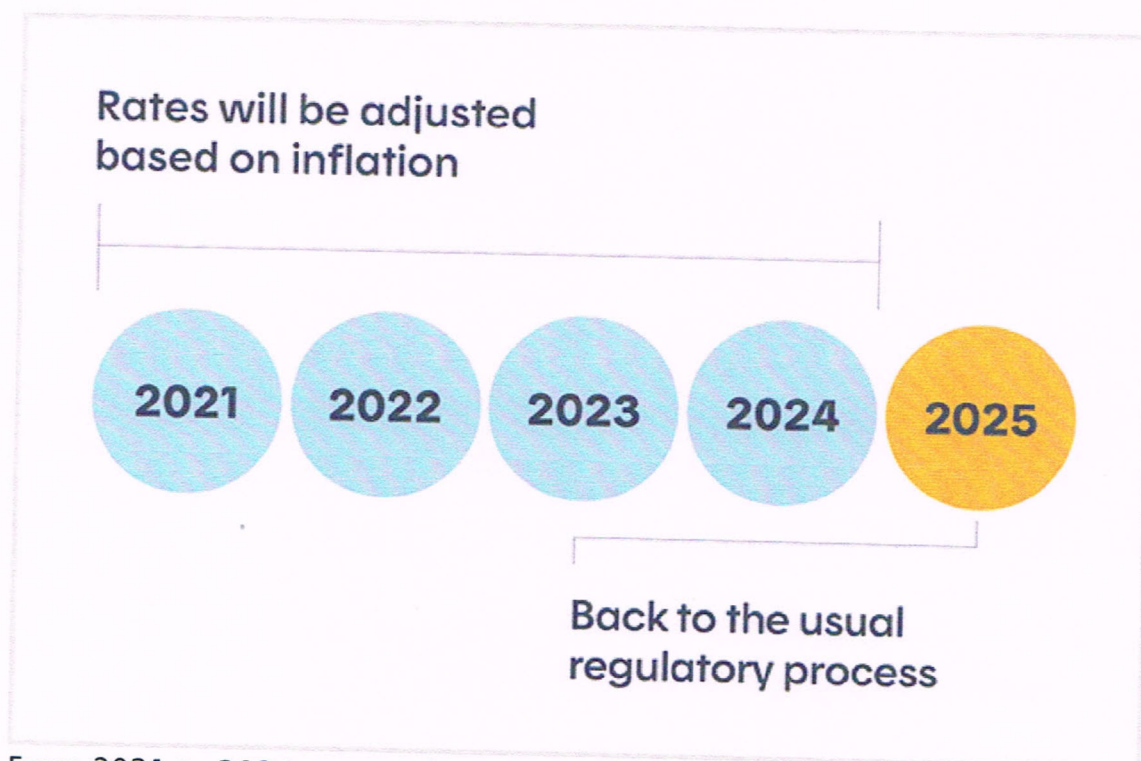
You received at least one electricity bill in your name in 2018 or 2019 but you are no longer a Hydro-Québec customer?

Did you become a Hydro-Québec customer in 2020?

Rate freeze

According to *An Act to simplify the process for establishing electricity distribution rates*, customers will benefit from a rate freeze as of April 1, 2020.

Terms and conditions for 2021 to 2025



From 2021 to 2024, rates will be adjusted based on inflation.

In 2025, the Régie de l'énergie will determine the rates for the following years once Hydro-Québec has filed its rate application.

Should you require further information please do not hesitate to call Hydro Liaison Diane 819-723-2234

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At any time, you are driving a vehicle, a police officer can order you to blow into an approved screening device or, if he or she suspects you have consumed alcohol, submit you to roadside physical coordination tests. Based on the results, the police officer may arrest you and take you to the police station in order to measure your blood alcohol concentration using a breathalyzer. If your blood alcohol concentration is equal to or over 80 mg of alcohol per 100 ml of blood (0.08), you could face Criminal Code charges.

Drinking and Driving

WHAT THE LAW SAYS

Driving while impaired by alcohol, drugs or medication is a dangerous behaviour that is severely punished under the Criminal Code and the Highway Safety Code.

THE CRIMINAL CODE IN BRIEF

The Criminal Code is a federal law that applies in all Canadian provinces and territories. It sets out the rules and penalties that apply in the event of driving offences involving alcohol, drugs and medication: prison time, fines, driving prohibition periods, etc.

UNDER THE CRIMINAL CODE, YOU COULD BE ARRESTED AND CONVICTED IF:

- Your blood alcohol concentration is over 80 mg of alcohol per 100 ml of blood (0.08)

You have drugs or certain medications in your blood

If a police officer suspects that you have consumed drugs or certain medications, you may be required to submit to physical coordination tests or take a saliva test. These tests are enough for the police officer to place you under arrest and require that you provide a blood sample.

For example, if your blood sample contains a concentration of cannabis (THC) that is above the concentration prescribed by federal regulation, you could face Criminal Code charges. The prescribed blood drug concentrations for cannabis are as follows:

- 2 nanograms of THC per millilitre of blood
- 5 nanograms of THC per millilitre of blood
- 2.5 nanograms of THC per millilitre of blood, combined with a blood alcohol concentration equal to or over 50 milligrams of alcohol per 100 millilitres of blood

For all other federally controlled drugs, any detectable trace at all is enough to face charges, with the exception of GHB.

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Your ability to drive is impaired by alcohol, drugs or medication

If a police officer has reasonable grounds to believe that you are impaired by alcohol or drugs (including medication) or a combination of alcohol and a drug, he or she can place you under arrest without having you take any test. If a police officer suspects that you have consumed alcohol, drugs or medication, you may be required to submit to physical coordination tests, to blow into an alcohol screening device or to take a saliva test. At any time you are driving a vehicle, a police officer can order you to blow into an approved screening device.

These tests are enough for the police officer to place you under arrest and bring you to the police station in order to have you undergo another series of tests by an evaluating officer. The evaluating officer may measure your blood alcohol concentration using a breathalyzer, if you are suspected of having consumed alcohol. If the evaluating officer concludes that your ability to drive was impaired, you could face Criminal Code charges.

You refuse to obey the orders of a peace officer

Refusing to submit to the tests ordered by a police officer is a criminal offence that automatically results in the stiffest

Care or control of a vehicle

The law not only prohibits impaired driving, but also having the care or control of a vehicle while impaired. Here are some situations that can have the same consequences as impaired driving:

- sitting in the driver's seat, even if the vehicle is stopped or broken down
- being in the vehicle (even asleep on the back seat) and having the possibility of starting the engine
- being near the vehicle, for example to brush snow off the car or put things in the trunk

The police officer will assess whether it was possible for the person to drive the vehicle and whether he or she intended to drive.

THE HIGHWAY SAFETY CODE IN BRIEF

The Highway Safety Code is a provincial law that applies only in Québec. It sets out administrative measures and penalties that can be imposed for impaired driving.

IF YOUR BLOOD ALCOHOL CONCENTRATION IS EQUAL TO OR OVER 80 MG OF ALCOHOL PER 100 ML OF BLOOD (0.08)

- Immediate licence suspension for 90 days
- Immediate seizure and impoundment of the vehicle for 90 days, in the case of a repeat offence

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**IF YOUR BLOOD ALCOHOL CONCENTRATION IS
EQUAL TO OR OVER 160 MG OF ALCOHOL PER
100 ML OF BLOOD (0.16)**

- Immediate licence suspension for 90 days
- Immediate seizure and impoundment of the vehicle for 30 days (90 days, in the case of a repeat offence)
- Program to assess and reduce the risk of impaired driving.
- Alcohol ignition interlock device (depending on the situation)

**REFUSING TO OBEY THE ORDERS OF A PEACE
OFFICER:**

- Immediate licence suspension for 90 days
- Immediate seizure and impoundment of the vehicle for 30 days (90 days, in the case of a repeat offence)
- Program to assess and reduce the risk of impaired driving
- Alcohol ignition interlock device (depending on the situation)
- ZERO ALCOHOL FOR DRIVERS UNDER AGE 22, LEARNER DRIVERS AND HOLDERS OF A PROBATIONARY LICENCE
- Immediate licence suspension for 90 days
- 4 demerit points
- Fine of \$300 to \$600

**ZERO ALCOHOL FOR BUS, MINIBUS AND
TAXI DRIVERS**

- Prohibition from driving these kinds of vehicles for 24 hours

LIMIT OF 0.05 FOR HEAVY VEHICLE DRIVERS

- Prohibition from driving these kinds of vehicles for 24 hours
- FAILING THE TESTS CARRIED OUT BY AN EVALUATING OFFICER AT THE POLICE STATION (IMPAIRED DRIVING DUE TO DRUGS OR MEDICATION, OR BY A COMBINATION OF ALCOHOL AND DRUGS)
- Immediate licence suspension for 90 days
- Immediate seizure and impoundment of the vehicle for 90 days, in the case of a repeat offence

Message from the TFN Police



WHAT IS *Échec au crime*

Échec au crime has been affiliated with *Crime Stoppers* since 1997. They are a non-profit organization that offers citizens a proven and effective method to help police prevent and solve crimes. It is independent of police forces and staffed by volunteers who are active and dedicated to community well-being and security. *Échec au crime* plays a major role in preventing crime. It acts as an intermediary between the public and the police in gathering and sharing information while preserving your anonymity.

***Échec au crime* ACTS
AS AN INTERMEDIARY
BETWEEN THE PUBLIC
AND THE POLICE.**



www.echecaucrime.com

Échec au crime
guarantees anonymity
and protects your identity.
You will not have
to testify.

Échec au crime plays a major role in crime prevention in the community. We also help other organizations dedicated to crime prevention, and we offer programs and activities to raise public awareness, particularly among youth and the elderly, of civic responsibilities and the right to their dignity:

- United against violence, Speak out!
- "Réveille-toi" Arthur stage play

HOW TO REPORT A CRIME?

Have you just witnessed a crime? Are you suffering and need help? Call 911 right away to talk to the police.

If you have information for us regarding a crime, you have two choices on how to report it:

☎ **By telephone**
1 800 711-1800

Speak directly with *Échec au crime* by dialing the toll-free number
1 800 711-1800

**NO CALLS ARE TRACED
OR RECORDED.**

🌐 **By Internet**
www.echecaucrime.com

You can report it directly on our secure Internet site. A reporting form on the home page will guide you concerning the information to be given to our personnel.

The site is designed to process your information and ensure the source remains anonymous.



Hi to all the snowmobilers

Just a few reminders

All snowmobilers must have a valid driving permit

All snowmobiles require valid registration & Insurance

Refrain from driving on public roads

Drivers and passengers should wear proper helmets

Wishing everyone a safe & fun filled snowmobile season from
the TFN Police department!





Timiskaming First Nation

24 Algonquin Avenue (TFN)
Notre Dame du Nord. QC JOZ 3B0
Tel: (819) 723-2335 Fax: (819) 723-2353

Employment Opportunity EXTENSION

The Timiskaming First Nation is an equal opportunity employer where members with equal qualification will be given priority.

Title	School Bus Driver (TDSS and carter trips) (Permanent – Full-time) And/or Spare School Bus Driver (on call)
Supervisor	Education Support Services Administrator

SUMMARY

Operate the bus in a professional and safe manner at all times. Ensure the safe and orderly transportation of students on assigned school route. Transport student groups on charter to designated locations. Occasionally transport challenged students.

DUTIES

- Advise of any requirements for maintenance or repairs
- Maintain safety precautions when passengers are boarding and departing the bus.
- Maintain appropriate route management methods as required by the school boards and the company.
- Operate all communication equipment for the purpose of route management.
- Keep assigned bus clean and fueled.
- Clean the bus as scheduled and/or required
- Perform daily safety and maintenance checks.
- Operate the school bus in a safe and efficient way according to all relevant legislation, policies and procedures
- Maintain schedules and maintain order and discipline on the School Bus
 - Pick up and deliver students as per a set schedule
 - Ensure students are aware of rules and responsibilities as passengers
 - Report any behavioral or disciplinary problems
- Knowledge:
 - Highway and school bus regulations.
 - How to deal with children and special need children.
 - Scheduling system and procedures.
 - Record keeping system.
- Skills:
 - Ability to operate school bus in a safe and responsible manner
 - Client service and public interaction skills.
 - Effective verbal and listening communication skills.
 - Ability to record daily log.
- Personal Attributes:
 - Be honest and trustworthy
 - Be respectful
 - Possess cultural awareness and sensitivity
 - Be flexible
 - Demonstrate sound work ethics.

Working Conditions

The unavoidable, environmental conditions imposed under which the work must be performed and which may create physical demands on driver.

- **Physical Demands:**
 - Sit for long period of time.
 - Intense concentration. (particularly in poor driving conditions)
- **Environmental Conditions:**
 - Work in all different weather conditions including extreme cold and extreme heat.
- **Mental Demands:**
 - Maintain order and discipline on the bus while driving in a safe and appropriate manner.

QUALIFICATIONS

- Class "B" drivers licence or meet M.T.O and MTQ requirement to obtain that licence.
- Ability to interact with school age children in an effective manner.
- Ability to maintain a schedule, while observing safe driving practices.
- Able to complete reports, including bus, discipline, hours of work, route and charter mileage.
- Ability to work in out doors.
- Ability to work independently and interdependently.
- Criminal and vulnerable sector background check must be provided with resume.

HEALTH AND SAFETY

- Must be able to read, understand and comply with the TFN's safety policy, safe work practices, procedures and rules contained within the safety program.
- To wear the safety equipment, personal protective devices and clothing required by regulations and the employer.
- To notify the supervisor of any unsafe conditions or acts that may be of danger to other workers or students.
- To report all accidents and injuries to the supervisor immediately.
- To take every reasonable precaution to protect the safety of other workers.

PHYSICAL AND ENVIRONMENTAL DEMANDS

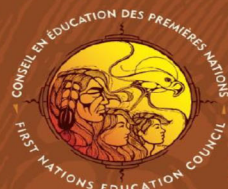
- Constant observation techniques, reaching and repetitive hand/arm/leg movement and prolonged periods of sitting.
- Moderate exposure to extreme +/- temperatures.
- Maintain all reasonable control of students on board the bus.
- Exposure to extreme road conditions, black-ice, unplowed roads, white-outs, rain and fog.

Deadline for application	Friday, January 10, 2020 at 12:00 pm
Starting date	As soon as possible.

Any one interested in this Offer of Employment is invited to forward their letter of application, resume, current letter of references, and a copy of other relevant documents to:

Timiskaming First Nation Band Office
Attn': Nancy McBride
 24 Algonquin Avenue, (Timiskaming First Nation)
 Notre-Dame du Nord, Québec J0Z 3B0
 Or email to : Human.Resources@atfn.ca

Note: The TFN reserves the right to a pre-selection of interested candidates. Only those retained will be contacted for an interview.



EMPLOYMENT OPPORTUNITY

Post-secondary education counsellor

THE FNEC: A KEY PARTNER IN THE EDUCATIONAL SUCCESS OF FIRST NATIONS

At the FNEC, we support First Nations communities in the implementation of a full education system that respects their culture, values and identity. We take pride in being part of quality education development under complete First Nations jurisdiction in a spirit of collaboration, respect, sharing and commitment.

The FNEC is a welcoming, and inspiring working environment at the leading edge of technology where innovation is highly valued. Our team of professionals is receptive to the needs of member communities, and successfully meets challenges with perseverance, creativity and dedication to the mission of the organization.

Employment status: Contract employee

Hours/week: 36.25 in winter and 32 in summer

Workplace: Wendake

Start date: As soon as possible

Duration: Two-year fixed-term contract

Annual salary: Between \$48 853 and \$69 532, according to FNEC's salary scale

Work description

The FNEC is looking for a counsellor to ensure post-secondary project funding available to First Nations communities is effectively managed. The counsellor assists the communities in developing post-secondary training initiatives and program management policies. The counsellor also plays a key role in establishing and maintaining contact with post-secondary education coordinators and leaders in the communities, and supports the communities in strengthening partnerships with post-secondary institutions.

Requirements

- An undergraduate degree in a field of specialization related to the position, particularly in education, and have at least five years of relevant experience. Any combination of equivalent training and experience will be considered.
- Fluency in one of Canada's two official languages, and a very good understanding of the other official language.

Working conditions

Travel to all work zones is an integral part of this position, for a period of 48 hours or more, two times per month or more.

Conditions of employment

We offer competitive working conditions: pension fund, Christmas holidays, flexible cultural holidays, three weeks of annual vacation time, sick leave, possibility of regular or episodic telework, work schedule options available, summer schedule, etc.

Application deadline: 4:00 p.m. January 10, 2019

To ensure services meeting the needs of member communities are provided by qualified staff representative of the population it serves, the FNEC promotes staffing in the following order: 1) FNEC employees, 2) First Nations members from FNEC-member communities, 3) members of other First Nations, 4) Indigenous peoples, 5) other applicants.

Please send your application to the FNEC by mail, email or by fax:
First Nations Education Council, 95 Rue de l'Ours, Wendake, Quebec G0A 4V0
Email: ressourceshumaines@cepn-fnec.com Fax: 418-842-9988

To obtain the complete job description, call us at 418-842-7672 or email us at the above address.

We thank all applicants for their interest, but only candidates selected for an interview will be contacted.

**TO SEE ALL THE JOB OFFERS POSTED BY THE FNEC AND OTHER FIRST NATIONS ORGANIZATIONS,
VISIT OUR JOB BANK (ge.cepn-fnec.com)**



Timiskaming First Nation

24, Algonquin Avenue (Timiskaming First Nation)

Notre Dame du Nord. QC JOZ 3B0

Tel: 819 723-2335

Fax: 819 723-2353

CONTRACT OPPORTUNITY

Kiwetin Kikinamading (Grade 4)

TFN is an equal opportunity employer where members with equal qualifications will be given priority.

TITLE: Teacher (Grade 4) Remainder of the school year

IMMEDIATE SUPERVISOR: Kiwetin School Principal

SUMMARY:

Under the direction of the Kiwetin School Principal, the teacher will be responsible for all aspects of planning, preparation, instruction, communication, record keeping for students in their class.

DUTIES (but not limited to):

- ◊ Teaching and reporting on all subjects except Second Language, Algonquin Language and Physical Education
- ◊ Supervision of students of all levels during recess and assigned supervision when necessary
- ◊ Communicating with parents

REQUIREMENTS:

- ◊ Bachelor of Education
- ◊ Background check must be attached to be considered
- ◊ 3 references required
- ◊ Knowledge of Algonquin culture will be an asset
- ◊ Knowledge of Smart Board and usage of technological programs

DESIRED QUALITIES:

- ◊ Knowledge of the Ontario Curriculum
- ◊ Knowledge and/or experience with junior classes
- ◊ Effective classroom management skills
- ◊ Excellent communication skills with students, staff and parents
- ◊ Ability to be a team player

DEADLINE:

Deadline for application: Monday, January 6, 2020

Probable interview date: Week of January 6, 2020

Starting date: As soon as possible **End date:** June 30, 2020

Anyone interested in the above position is invited to submit their resume along with a cover letter, all pertinent documentation, and a reference list to:

TIMISKAMING FIRST NATION

Attn: Nancy McBride

24 Algonquin Avenue (TFN)

Notre-Dame du Nord, QC JOZ 3B0

Email: Human.Resources@atfn.ca

Note: The Timiskaming First Nation reserves the right to a pre-selection of interested candidates. Only those retained will be contacted for an interview planned early in June.

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Timiskaming First Nation

January 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7 Garbage	8 Freezer meals 1pm Hospital liaison	9 Seniors Meeting 1:30pm Freezer meal 6 to 8pm	10	11
12	13	14 Recycle	15 Freezer meals 1pm	16	17	18
19	20	21 Garbage	22 Freezer meals 1pm	23	24	25
26	27	28 Recycle	29 Freezer meals 1pm	30	31	

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