

DEW Order 30-44B

DO 30-44B

15 April 1966

Supersedes

DO 30-44A

28 February 1963

PERSONNEL

INDIGENOUS PERSONNEL PLAN FOR CANADA

INDEX

| | Paragraph |
|--|-----------|
| Purpose | 1 |
| Scope | 2 |
| Definition | 3 |
| General | 4 |
| Agreements Affecting Indigenous Personnel | 5 |
| Employment Procedures | 6 |
| Discharge or Resignation of Indigenous Employees | 7 |
| Duties of Indigenous Employees | 8 |
| Rates of Pay and Employment Classification | 9 |
| Temporary Employment | 10 |
| Housing | 11 |
| Messing and Food Rations | 12 |
| Arctic Clothing | 13 |
| Families of Indigenous Employees | 14 |
| Training | 15 |
| Transportation | 16 |
| Vacation and End of Year Leave | 17 |
| Medical Care | 18 |
| Relations with Indigenous Personnel | 19 |
| Sanitary Provisions | 20 |
| Effective Date | 21 |

APPENDIX

United States - Canadian Agreement Governing Relations with
Indigenous Personnel Located in Canada. A

1. PURPOSE

This Order establishes policy and prescribes procedures for the employment of indigenous persons at DEWLine Stations in Canada. Further,

this Order establishes regulations which will govern relations between FEC personnel and indigenous persons employed by FEC or living in areas adjacent to DEWLine Stations.

2. SCOPE

This Order is applicable to all DEWLine Stations and facilities located in Canada.

3. DEFINITION

For the purpose of this Order, an indigenous person is defined as any individual whose primary habitat is in the Arctic or sub-Arctic regions of Canada (i. e., Eskimos and Indians).

4. GENERAL

- 4.1 The presence of an indigenous population in areas adjacent to DEWLine Stations creates health and sociological problems which are of mutual concern to Line supervisory personnel and officials of the Canadian Department of Northern Affairs (DNA).
- 4.2 Indigenous personnel are employed by FEC at Canadian DEWLine Stations to accomplish routine tasks which normally require only basic skills or instructions for the individual to properly perform. These employees are subject to the direction and control of FEC supervision in the same manner as other Company employees.
- 4.3 The nomination of qualified applicants and concern for their general welfare are the responsibility of the Northern Service Officer (NSO) assigned by DNA.

5. AGREEMENTS AFFECTING INDIGENOUS PERSONNEL

5.1 Agreement between Governments

The agreement between the Governments of Canada and the United States concerning relations with indigenous personnel incident to the operation and maintenance of the Distant Early Warning Line is set forth in Appendix A.

5.2 Agreement between FEC and the Union

The Agreement between FEC and the International Brotherhood of Electrical Workers (IBEW) prescribes rules and regulations

which affect the interests of indigenous employees.

- 5.3 Federal Electric Corporation is contractually bound to strict adherence to the provisions of the foregoing agreements. However, if a conflict develops concerning an indigenous employee, the Company/Union Agreement will take precedence and any claim or dispute which arises between the Company and an employee shall be resolved based on the applicable provisions of the Union Agreement.

6. EMPLOYMENT PROCEDURES

- 6.1 When a vacancy exists for which an indigenous person may qualify, the Sector Superintendent will advise the Northern Service Officer assigned to his area and request the nomination of qualified applicants, ensuring that preference is given to individuals with previous DEWLine experience.
- 6.2 Nominations submitted by the Northern Service Officer to the Sector Superintendent will reflect the following information in each case:
- 6.2.1 Name of Applicant.
 - 6.2.2 DNA assigned identification number.
 - 6.2.3 Station to which individual shall report for transportation to assigned Sector.
 - 6.2.4 Approximate reporting date.
- 6.3 Immediately upon receipt of the nomination from the Northern Service Officer, the Sector Superintendent shall determine the following about the nominated individual from Project Headquarters (AC-3.2):
- 6.3.1 Was he previously employed anywhere on the DEWLine.
 - 6.3.2 If previously employed, was he discharged for cause.
 - 6.3.3 If discharged for cause, was he recommended for re-employment.
- 6.4 Should an indigenous nominee be located in a Sector other than the Sector of eventual assignment, the two Sector Superintendents concerned will confer and agree as to which one will conduct the pre-employment interview.

15 April 1966

- 6.5 After confirmation by the Sector Superintendent of the proposed station to which the applicant will report, an applicant living adjacent to a DEWLine Station (e.g., Tuktoyaktuk) shall not receive rations and quarters until day of departure for a Sector Headquarters where the employment interview is to be conducted. However, an applicant living at an outlying location from a DEWLine Station (e.g., Aklavik-Inuvik) shall receive rations and quarters for himself upon arrival at the first DEWLine station to which directed to report for lateral transportation. In all instances, lateral transportation via the DEWLine Transportation System is authorized on a nonrevenue basis.
- 6.6 FEC will provide nonrevenue vertical transportation on regularly scheduled vertical flights, as may be approved by Project Headquarters, to successful applicants. If applicants are not successful or are not satisfactory during the probationary period, DNA shall reimburse FEC at Category III rates for both northbound and southbound flights.
- 6.7 The applicant's family shall not accompany the individual during the interview and probationary employment periods (see paragraph 14).
- 6.8 Applicants may report individually or in groups. If possible, groups shall include at least one individual who speaks sufficient English for basic communication. The applicant or the individual selected as the group leader will be given a letter of instruction listing name (s), destination, purpose of trip, and whether travel involved is on a revenue or nonrevenue basis.
- 6.9 The Sector Superintendent designated to conduct the employment interview will determine whether or not the applicant is acceptable for employment.
- 6.10 Local FEC medical personnel will conduct a routine physical examination of the applicant to determine if communicable or contagious diseases or other disqualifying physical defects are present.
- 6.11 If the applicant is considered qualified, the cognizant Sector Superintendent will assign the individual to a station within the Sector. Employment notification will consist of a teletype message to the Manager, Administration and Control (ATTN: AC-3.2) and the responsible Northern Service Officer. Text of message will be prepared in the format indicated below.

A - Full Name of Employee

DO 30-44B
15 April 1966

B - Employee Number

C - Job Title or Job Code

D - Department Code

E - Date of Hire

F - End of Temporary Employment Date (if applicable)

G - Rate of Pay Per Hour

H - Work Week (54 Hours)

I - Citizenship

J - Social Insurance Number (SIN)

K - Security Clearance (if any)

L - Name of Supervisor

M - Withholding Tax Information

N - Allotment Information

O - Home Location

6.12 The Employee Introduction Form (FEP-1) and the Canadian Tax Withholding Form (Form TD-1) will be completed by the Sector Superintendent for each new indigenous employee. These forms must be signed by the employee (or his mark made and witnessed) and forwarded to Project Headquarters.

6.13 If the applicant is unacceptable for employment, the Sector Superintendent will advise the Northern Service Officer and return the individual via lateral transportation, on a nonrevenue basis, to the station to which he initially reported. After the individual has been returned, FEC will no longer provide housing and messing.

7. DISCHARGE OR RESIGNATION OF INDIGENOUS EMPLOYEES

7.1 When an indigenous employee resigns or is discharged for cause, the administrative procedure prescribed for the termination of other DEWLine employees shall apply.

- 7.2 The Sector Superintendent will report the termination to the cognizant Northern Service Officer and, on a nonrevenue basis, will provide lateral transportation for the terminated employee, including his family if they have joined him, to the station to which he initially reported. Upon return to that station, FEC is relieved of any further responsibility and shall no longer provide housing and messing.
- 7.3 If an indigenous employee is discharged without cause or resigns and is recommended for rehire, re-employment seniority rights will be governed by the provisions of the Union Agreement (Article XXV).

8. DUTIES OF INDIGENOUS EMPLOYEES

Job descriptions, which clearly define the current work requirements of all DEWLine job classifications, have been published and issued by Project Headquarters for the guidance of supervisory personnel in the assignment and classification of Line employees, including indigenous personnel.

9. RATES OF PAY AND EMPLOYMENT CLASSIFICATION

Rates of pay and employment classification applicable to bargaining unit employees, including indigenous personnel, are currently governed by the provisions of the Union Agreement (Article XVII).

10. TEMPORARY EMPLOYMENT

- 10.1 When the temporary employment of indigenous labor is necessary to fulfill a requirement of a temporary nature, the Sector Superintendent will request and obtain authorization and approval from Project Headquarters prior to the initiation of employment action.
- 10.2 Employment procedures prescribed for the employment of regular employees shall also apply to temporary hires.
- 10.3 Rates of pay will be governed by the Union Agreement or the FEC Wage and Salary Schedule, as applicable.
- 10.4 Union membership will depend upon the nature of the work to be performed on the various projects and the individual's job classification.
- 10.5 FEC will not move and house dependents of indigenous personnel employed on a temporary basis.

11. HOUSING

11.1 Canadian Government Housing

- 11.1.1 At the present time, the Canadian Government provides housing at all Canadian DEWLine Stations for occupancy by married FEC indigenous employees. The upkeep and maintenance of these facilities are the responsibility of the Canadian Government.
- 11.1.2 Without charge, the Station Chief will provide these facilities with fuel and water, and will ensure sewage and garbage disposal.
- 11.1.3 The rental of these facilities is a direct matter between the indigenous employee and the Canadian Government as represented by the Northern Service Officer. No responsibility will be assumed by FEC in the arrangements for rental or in the actual collection of rents or any other charges that may result from the employee's occupancy.

11.2 Station Furnished Housing

- 11.2.1 Where Canadian Government provided facilities are not available or where the number of indigenous employees exceeds the quarters available, indigenous employees will be housed, without charge, in construction camp buildings of the Atwell, Simpson, Jamesway or equivalent type until permanent housing is provided by the Canadian Government.
- 11.2.2 In the event Canadian Government facilities are not available, single indigenous employees will be provided with space equivalent to that provided for construction personnel. A minimum of sixty square feet of floor space shall be allocated to each employee.

11.3 Transient Housing

- 11.3.1 When directed by the Sector Superintendent, the Station Chief will furnish transient indigenous personnel on FEC business with suitable quarters while awaiting transportation. Families authorized to accompany indigenous employees under the provisions of paragraph 14.1 shall be provided with suitable family quarters (if available) and rations in accordance with paragraph 12.2.

15 April 1966

11.3.2 The Northern Service Officer will be responsible for making necessary arrangements for meeting aircraft arriving at the Main Station and for providing housing, ground transportation, and meals for nonemployed indigenous transients utilizing the FEC Transportation System. When a Northern Service Officer is not available, the Sector Superintendent will be responsible for making necessary arrangements to accommodate indigenous transients, as appropriate.

11.4 Fire Protection

The Station Chief will be responsible for providing and installing one twenty pound dry chemical fire extinguisher for every two FEC buildings utilized for housing indigenous employees. Fire extinguishers will be mounted on three-quarter inch exterior plywood of suitable dimensions, which will be painted red and secured to the exterior of the building.

12. MESSING AND FOOD RATIONS

- 12.1 Applicants nominated by the Northern Service Officer will be subsisted on a nonreimbursable basis from the time they arrive at the initial reporting station until they return to that station, whether found acceptable or unacceptable for employment.
- 12.2 Indigenous employees will be provided with food rations on a non-reimbursable basis in accordance with the provisions of DO 146-1 (current edition). Married employees will be provided rations for themselves and their families, not to exceed three full normal rations. Rations furnished will consist of items carried in stock and served other DEWLine employees, with nonperishables issued monthly and perishables issued weekly.
- 12.3 Whether married or single, indigenous employees will be responsible for their own cooking. However, subject to the approval of the Sector Superintendent, local arrangements for messing may be made by the Station Chief. Single employees may be subsisted in the module at scheduled hours as established by the Station Chief.
- 12.4 Transients, whether employed or in an employment processing status, will be issued daily food rations in accordance with DO 146-1 (current edition), or may be granted messing privileges by the Station Chief.

13. ARCTIC CLOTHING

Indigenous employees will be provided with suitable arctic clothing, in accordance with the policy and the issue and turn-in procedures established in DO 67-2 (current edition).

14. FAMILIES OF INDIGENOUS EMPLOYEES

14.1 The family of a married indigenous employee will be permitted to join him at his assigned location provided that:

14.1.1 The individual has been employed for at least six weeks and is acceptable for continued employment.

14.1.2 Adequate accommodations are available at the assigned station.

14.1.3 Space is available on the lateral flights.

14.1.4 The individual is not a temporary employee.

14.2 If the indigenous employee resigns or is discharged, the married employee's family will be returned with him to the initial reporting station. The family of a married indigenous employee is defined to include only his wife and their dependent children. Lateral transportation for the employee and his family will be provided on a non-revenue basis. Transportation for dependents other than the employee's wife and dependent children will be provided on revenue basis (Category III rates) chargeable to the employee.

15. TRAINING

15.1 The Sector Superintendent will ensure that employees receive adequate job indoctrination and on the job training (OJT) in the operation and maintenance of equipment, as appropriate.

15.2 While in transit to or from and while attending formal training schools established by the Department of Northern Affairs, indigenous personnel are not FEC employees and, therefore, are not the responsibility of the Federal Electric Corporation.

16. TRANSPORTATION

16.1 Nominees will be furnished transportation in accordance with paragraphs 6.5 and 6.13.

15 April 1966

- 16.2 Families of employees will be furnished transportation in accordance with paragraphs 14, 17, and 18. No other transportation will be furnished by FEC.
- 16.3 Injured or ill indigenous personnel (nonemployees) who require emergency medical aid may be furnished transportation (Category III rates) via established DEWLine routes to the nearest nursing station. Movements will be coordinated with the Northern Service Officer and the transportation costs will be assumed by the Canadian Government.
- 16.4 Trainees proceeding to or returning from DNA Training Schools will be furnished transportation on a space available revenue basis (Category III rates) over FEC normally established routes, payable by the Canadian Government.
- 16.5 Other personnel whose movement is urgently required by the Department of Northern Affairs may be furnished transportation on a revenue basis (Category III rates), upon formal request by the Northern Service Officer, the Royal Canadian Mounted Police, or the Canadian Government Nurse. All billings will be sent to the Office of the Administrator of the Arctic, Department of Northern Affairs, Ottawa, Ontario, Canada.
- 16.6 An employee will be permitted to transport, on a nonrevenue basis, one hundred pounds of personal belongings when initially placed on the payroll and during each subsequent move, including reassignment, vacation, End of Year Leave, or other authorized travel. In addition, a married employee will be permitted to transport one hundred pounds of personal belongings for each dependent in his family accompanying the employee, not to exceed a total of three hundred pounds. Except as indicated in paragraph 16.7, all other materials transported on FEC aircraft for employees or their families, in excess of the amounts authorized above, will be on a revenue basis (Category III rates) chargeable to the employee.
- 16.7 Married employees will be permitted to transport fifty pounds of rations on a space available nonrevenue basis from the nearest trading post to the individual's assigned station, provided arrangements are made by the employee to ensure the shipment is delivered to the nearest DEWLine Air Terminal for handling. Each married employee shall be permitted to make only one such shipment per month.
- 16.8 When traveling on DEWLine business, transportation will be furnished the DEWLine DNA Northern Service Officers on a nonrevenue basis. Names of personnel authorized under this paragraph will be furnished

DO 30-44B
15 April 1966

to the Line and the DEW Offices by the Department of Northern Affairs. Liaison between the Sector Superintendents and the Northern Service Officers will be maintained to ensure the list of names is updated as required.

- 16.9 The Canadian Government will facilitate collection of any money due FEC for transportation provided to an indigenous employee and/or his dependents on a revenue basis and which has been billed to employee, particularly in those cases where the individual is no longer an FEC employee.

17. VACATION AND END OF YEAR LEAVE

- 17.1 Employees will be granted vacations and End of Year Leave (EOYL) under the provisions of the Union Agreement (Article XXII).
- 17.2 To provide vacations for all eligible personnel on a systematic basis, employees will be required to take their vacation (mid-tour) during the period assigned by the Sector Superintendent. The Sector Superintendent will schedule all vacations within his Sector, taking into consideration the employee's personal desire. Priority will be given to the wishes of personnel having the longest period of service on the Line. No vacation will be granted which would impair station operations.
- 17.3 Employees departing for or returning from leave (mid-tour vacation and EOYL) will be provided with lateral transportation, on a non-revenue basis, between their assigned location and the station to which they initially reported.
- 17.4 When departing for or returning from leave, any lateral transportation which is provided for the families of married employees living with the employees at their assigned location and the station to which the individuals initially reported, will be governed by the following:
- 17.4.1 Vacation (mid-tour)
- On a revenue basis (Category III rates) chargeable to the employee.
- 17.4.2 End of Year Leave (EOYL)
- On a nonrevenue basis for the employee's wife and their dependent children. Transportation for dependents other than wife and dependent children will be provided on a space

15 April 1966

available revenue basis (Category III rates) chargeable to the employee.

17.5 Unless prior clearance has been received from the Northern Service Officer, FEC will not provide any vertical transportation for employees going on leave. If clearance is received, the employee may travel on regularly scheduled transportation on a nonrevenue basis. No living expenses or per diem will be authorized. When authorization is received from the Northern Service Officer to provide vertical transportation for the family of the employee, transportation will be provided on a revenue basis (Category III rates) chargeable to the employee.

17.5.1 Vertical transportation for employees from the Coral Harbour Area, including the families of married employees, will be governed by the following:

17.5.1.1 Vacation (mid-tour)

Employees will be provided transportation via the regular southbound and northbound vertical flights on a nonrevenue basis, except that any additional costs incurred due to diversion (i. e., price differential for refueling at Coral Harbour) and for landing fees will be on a revenue basis payable by the employee. FEC will provide transportation for dependents of married employees on a revenue basis (Category III rates) payable by the employee, in addition to any other costs chargeable to the employee due to diversion and for landing fees.

17.5.1.2 End of Year Leave (EOYL)

The foregoing applies, except that transportation furnished for the wife and dependent children of married employees will be provided on a non-revenue basis. Transportation for dependents other than wife and dependent children will be provided on a revenue basis (Category III rates) chargeable to the employee.

18. MEDICAL CARE

18.1 Indigenous employees of FEC are entitled to medical, surgical, or dental care on the same basis as other FEC DEWLine employees.

- 18.2 Dependents of indigenous employees as defined in paragraph 14.2, requiring medical, surgical, or dental care may utilize such FEC medical, surgical, or dental facilities as may be available on the Line on a nonreimbursable basis. In this regard, dependents of indigenous employees may be treated as out-patients only, except in cases of extreme emergency.
- 18.3 A nonemployed indigenous person is defined as an individual who is not an employee nor a dependent of an FEC employee. When it appears that immediate emergency medical, surgical, or dental care is indicated for a nonemployed indigenous person, such care may be rendered on a nonreimbursable basis at DEWLine Stations, provided other medical, surgical, or dental assistance is not immediately available. The patient will be evacuated to the nearest Northern Health Service (NHS) Station for further treatment and the cost of regular transportation will be charged to the appropriate Canadian Government Agency at Category III rates. Immediate emergency is defined as acute and/or serious illness or injury which may endanger life or result in permanent disability.
- 18.4 When it is considered necessary and advisable to evacuate an employee or his dependents for medical, surgical or dental treatment or hospitalization, the cognizant Station Chief will coordinate with the Sector Superintendent, and notification of the evacuation should be forwarded to the nearest DNA Service Officer, Canadian Government Nurse, or RCMP Detachment. Regular lateral transportation will be furnished the employee or his dependents on a nonrevenue basis. Regular vertical transportation will be furnished the employee on a nonrevenue basis; however, if it is necessary to evacuate a dependent of an FEC employee to rearward areas utilizing regular vertical transportation, such transportation will be provided on a revenue basis (Category III rates) chargeable to the Canadian Government.
- 18.5 Special medical evacuation flights are authorized when an emergency exists and the flight is approved by the cognizant Sector Superintendent. Evacuation should be coordinated with the nearest DNA Service Officer, Canadian Government Nurse, or RCMP Detachment, when adequate time is available for this purpose prior to the arrival and/or departure of the special aircraft. If not, notification of the evacuation will be forwarded to the appropriate foregoing authority immediately upon departure of the aircraft.
- 18.5.1 The Sector Superintendent will immediately report all pertinent information relative to the special flight to the Manager, Logistics (LT-1), the Manager, Adminis-

DO 30-44B
15 April 1966

tration and Control (AC-2), and the DEW Office Manager.

- 18.5.2 Project Headquarters will review the circumstances of each flight with the USAF and after a determination is made will advise the Sector Superintendent what charges, if any, are to be applied.
- 18.5.3 Normally, FEC indigenous employees will be provided transportation on a nonrevenue basis. However, the cost of transportation for other indigenous persons, including dependents of indigenous employees, will be charged to the appropriate Canadian Government Agency.
- 18.6 All indigenous persons requiring hospitalization will be hospitalized in a facility operated by the Canadian Government, or as directed by the DNA Service Officer, Canadian Government Nurse, or the RCMP Detachment.

19. RELATIONS WITH INDIGENOUS PERSONNEL

- 19.1 The Sector Superintendent will coordinate all matters concerning indigenous personnel, including DEWLine indigenous employees, with the Northern Service Officer who has been assigned by the Canadian Government to furnish this assistance.
- 19.2 Unless otherwise permitted herein, all dealings and associations with indigenous personnel, other than those regularly employed at the station, are to be avoided.
- 19.3 The trading, buying or selling of locally produced artifacts or handiwork must be controlled and limited in scale by FEC supervision to ensure against abuses or unethical practices which would reflect unfavorably against FEC employees. Acts by FEC employees considered prejudicial to good conduct and behavior will be cause for immediate termination.
- 19.4 The exchanging of gifts by FEC or FEC subcontractor personnel with indigenous personnel is prohibited.
- 19.5 No indigenous personnel other than FEC employees are permitted in the modules. The families of FEC employees may be permitted in the modules for special occasions established or approved by the Sector Superintendent in each instance.

- 19.6 When circumstances require cooperation or assistance from indigenous persons other than employees, all relations will be conducted in a friendly yet strictly proper atmosphere.
- 19.7 If action is required to correct an actual or potential problem due to indigenous personnel living or traveling near a station, the Station Chief will immediately inform the Sector Superintendent who will request assistance from the Northern Service Officer in solving the problem.

20. SANITARY PROVISIONS

- 20.1 Indigenous personnel housing, whether DNA or FEC provided, shall be located on a site selected which will facilitate proper sanitation and drainage.
- 20.2 It is expected that the DNA Northern Service Officer will conduct periodic inspections and where a site is found unsatisfactory or unsanitary, drainage or other improvements which are deemed necessary shall be those mutually agreed between the Northern Service Officer and the Sector Superintendent. DNA and FEC will be responsible for making such improvements on their respective housing.
- 20.3 When it is impractical to render a site sanitary, the housing shall be moved to an alternate location which is mutually agreed upon by the Sector Superintendent and the Northern Service Officer. DNA will be responsible for moving DNA provided housing and FEC will be responsible for moving construction camp housing.
- 20.4 The Station Chief will ensure that the water utilized by FEC employed indigenous personnel is safe and that, when necessary, chlorination or other approved methods of sterilization are provided for the indigenous personnel water supply.
- 20.5 The Station Chief will be responsible for ensuring that liquid and solid waste disposal is accomplished in accordance with approved local sanitary practices.
- 20.6 The Sector Superintendent will coordinate with the Northern Service Officer and establish local regulations governing sanitary or hazardous living conditions, including proper storage of FEC provided and indigenous procured food supplies. Adherence may be checked by the Station Chief and the Northern Service Officer and corrective measures

15 April 1966

taken as necessary. Local regulations will include the following minimum requirements:

- 20.6.1 Maintenance of living quarters in a clean, safe, and sanitary condition.
 - 20.6.2 Storage of food supply in a proper container and in an orderly manner. (Perishables and nonperishables will be segregated and stored separately.)
 - 20.6.3 Proper storage of perishables for protection from insects and the prevention of spoilage and contamination.
- 20.7 The Station Chief will be responsible for ensuring that no building structure or enclosure formerly used for the storage or mixing of any poisonous chemicals, materials or preparations will be used for housing indigenous personnel.
- 20.8 The Northern Service Officer may establish regulations governing the washing of dishes, glasses, cutlery, containers, or utensils used in preparing or serving food or drink. The Sector Superintendent will cooperate in the enforcement of these regulations, and the Northern Service Officer is expected to make periodic inspections to ensure established regulations are followed. Training programs will be provided by the Northern Service Officer to ensure understanding and adequate compliance with established policy.
- 20.9 The Station Chief will ensure that all FEC employed indigenous personnel wash their clothes as often as necessary to keep them in a clean condition. The Northern Service Officer is expected to make periodic inspections to ensure that all indigenous families maintain a sanitary condition with regard to their clothing.

21. EFFECTIVE DATE

This Order is effective upon receipt.



RECORDING EDITOR



F. B. C. Martin
Director, EWS Division

DISTRIBUTION
L-PHQ & Can Faxes

15 April 1966

APPENDIX AUNITED STATES - CANADIAN AGREEMENT GOVERNING RELATIONS WITH
INDIGENOUS PERSONNEL LOCATED IN CANADA

The agreement between the Governments of the United States and Canada concerning relations with indigenous personnel incident to the maintenance and operation of the Distant Early Warning Line is quoted below for the information and guidance of all concerned. "The Eskimos of Canada are in a primitive state of social development. It is important that these people be not subjected unduly to disruption of their hunting, economy, exposure to diseases against which their immunity is often low, or other effects of the presence of white men which might be injurious to them. It is therefore necessary to have certain regulations to govern contact with and matters affecting Canadian Eskimos. The following conditions are set forth for this purpose:

- (a) Any matters affecting the Eskimos, including the possibility of their employment in any area and the terms and arrangements for their employment, if approved, will be subject to the concurrence of the Department of Northern Affairs and National Resources.
- (b) All contact with Eskimos, other than those whose employment on any aspect of the project is approved, is to be avoided except in cases of emergency. If, in the opinion of the Department of Northern Affairs and National Resources, more specific supervision in this connection is necessary in any particular area, the Department may, after consultation with the United States, prescribe geographical limits surrounding a station beyond which personnel associated with the project, other than those locally engaged, may not go, or may prohibit the entry of such personnel into any defined area.
- (c) Persons other than those locally engaged shall not be given leave or facilities for travel in the Canadian Arctic (other than in the course of their duties in operation of the project) without the approval of the Department of Northern Affairs and National Resources, or the Royal Canadian Mounted Police acting on its behalf.
- (d) There shall be no local disposal in the north of supplies or materials of any kind except with the concurrence of the Department of Northern Affairs and National Resources, or the Royal Canadian Mounted Police acting on its behalf.

DO 30-44B
15 April 1966

- (e) Local disposal of waste shall be carried out in a manner acceptable to the Department of Northern Affairs and National Resources, or the Royal Canadian Mounted Police acting on its behalf.
- (f) In the event that any facilities required for the System have to encroach on or disturb past or present Eskimo settlements, burial places, hunting grounds, etc., the United States shall be responsible for the removal of the settlement, burial grounds, etc., to a location acceptable to the Department of Northern Affairs and National Resources."

NOTE: Paragraph (d) does not apply to the local disposal of supplies and materials issued in accordance with disposal instructions received from the USAF and CADG.