



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

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Implications of Legal Cannabis in the Workplace

By Jim Edmondson

With the Canadian government announcing the legalization of marijuana (cannabis) for non-medical use, on October 17, 2018, the rapid and significant changes to the legal status of marijuana raises many new questions and challenges for Canadian employers and employees. Below I will provide a general overview of the most important things that employees should know about marijuana in the workplace:

What the law says

The possession, production and trafficking of marijuana are prohibited under the Controlled Drugs and Substances Act, except where authorized by exemptions or regulations, such as those for medical marijuana. Effective October 17, 2018, the Government of Canada announced the legalization of recreational use of marijuana.

Marijuana in the workplace

Does legalization of marijuana mean employees can be impaired at work? No. Employers have the right to set rules for non-medical use of marijuana in the workplace in much the same way that they currently set rules for use of alcohol. In particular, employers may prohibit the use of marijuana at work or during working hours and may also prohibit

employees from attending work while impaired; this is the reality at GDI. Workplace rules regarding non-medical use of marijuana may be enforced through the application of the employer's progressive discipline policy.

Duty to accommodate

Does the duty to accommodate extend to medical marijuana? Yes. The duty to accommodate, as required by provincial and federal human rights legislation, extends to disabled employees and any employee with a prescription from a recognized medical professional, who use medical marijuana. These employees are to be accommodated in the same way as an employer accommodates any other disabled employee who has been prescribed medication. Accommodation is also required for employees who may have an addiction disability. However, the duty to accommodate is not without limits.

The role of employers

Human rights legislation requires that a disabled employee be accommodated. What, precisely, does this mean in the context of medical marijuana? It means that a prescription for medical marijuana does *not* entitle an employee to any of the following: coming to work when impaired;

compromising the safety of the employee or safety of others; smoking in the workplace; coming to work late; or missing work without explanation.

The employer is, however, required by law to attempt to find suitable workplace accommodation for employees who have a prescription for medical marijuana use, just as would be required for any other employee with a medical drug prescription.

GDI has been diligent in exploring the ramifications of the legalization of cannabis and its potential effect on the workplace. As such, we have revised the Institute workplace policies that address drug and alcohol use. The Institute paid particular attention to two competing obligations: on the one hand, employers have a duty to accommodate employees with prescriptions for medical marijuana. On the other hand, employers must take every reasonable precaution to ensure the safety of their workplaces and they continue to have the right to prohibit impairment on the job.

Cannabis is known to have the following effects: short-term memory problems, impaired thinking, loss of balance and coordination, decreased concentration, and changes in sensory perception.

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GDI Training & Employment



INDIGENOUS APPRENTICESHIP



To qualify for the GDI Indigenous Apprenticeship you must

- Be an Indigenous person (Métis, First Nation or Inuit)
- Be unemployed or underemployed
- Have a genuine interest in working in the trades, and
- Meet eligibility requirements for registering as an apprentice.

*If you do not meet eligibility requirements for registering as an apprentice, GDITE has programs available to assist you to become qualified.



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

Marijuana and the Workplace ... *Continued from Page 1*

Cannabis can also lead to impaired ability to perform complex tasks, decreased alertness, and decreased reaction time. In other words, cannabis use can have a significant impact on the

health, safety and productivity of everyone.

A potential challenge the Institute faces in its attempt to keep all employees safe and healthy is assessment of

impairment at work. The Institute is exploring training options for its managers, so that they are better prepared to detect impairment in the workplace. We hope to have something in place soon. 🌐

Pivotal Moments: Staff Making a Difference

By James Oloo

In October, Dumont Technical Institute Regina participated in the community Bulk Surplus Day. Darcie DeBruyne, Dumont Technical Institute Program Support Facilitator, in Regina, has been working closely with the Regina Food Bank and was able to add Dumont Technical Institute to the

Regina Food Bank's bulk surplus list.

What that means is, when the Regina Food Bank has a surplus inventory, it sends notification to organizations on its bulk surplus list. This month, thanks to the generosity of individuals and businesses in Regina, the Food Bank issued notification for bulk

pick up twice. Darcie drove to the Regina Food Bank, and as she put it, "I load up as much as I can into my vehicle, and bring it back to the school, then 'Team DTI' (available instructors) fly into action. They sort, divide and make up care packages for students who are present that day.

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Respect in the Workplace

By Jim Edmondson

Respect has gotten a lot of attention in all aspects of society, especially in the HR community lately, as it relates to equity, fairness and just getting along. Depending upon your experiences and perspective, respect means very different things to each of us. However, most of us will agree that a healthy level of respect, regardless of what you perceive it to look like, is probably the most potent ingredient for workplace civility.

recognized for hard work tend to feel forgotten, unappreciated, and disrespected. Ask anyone in your workplace what treatment they most want from their bosses and coworkers at work. They will likely top their list with the desire for their employer and coworkers to treat them as if they have dignity and with respect.

rules and policies, how they introduce the new procedures to employees, and in how they compensate, recognize, and reward us. We see the degree of that respect in how often they ask our opinion on something, run work changes that affect the job by you, and in the delegation of tasks.

But respect reaches much further than manners and compliance. It also plays a key role in recognition, engagement, and in creating a strong organizational culture. Think about it. Recognition, at its core, is really just a form of respect. People who have been recognized tend to rise to that recognition, and strive in the future to be worthy of it. People who are not

Respect is when you feel admiration and deep regard for an individual. You believe that the person is worthy of your regard and admiration because of the good qualities and capabilities that they bring to your workplace or life.

Demonstrating Respect
The list provided below will give you methods you can use to demonstrate respect through simple, yet powerful actions. These ideas will help you avoid needless, insensitive, and unintentional disrespect.

How Workers Judge Respect

You can hear respect in a person's tone of voice, see it in their non-verbal communications, and in the words they use to address you. We judge respect by the way in which the organization, our bosses, and coworkers treat us. We see it in how the organization establishes new

Treat people with courtesy, politeness, and kindness; and encourage coworkers to freely express opinions and ideas. Listen to what others have to say before expressing your viewpoint. Never speak over, interrupt, or cut off another person when they are speaking.

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Indigenous Doula Training Program Closer to Reality

By Talia Pfefferle

Dumont Technical Institute and the Saskatchewan Health Authority (SHA) have recently partnered in the development and delivery of an Indigenous Doula Training program. Although the program is still in the early stages of development, it is very exciting as this is the first partnership of its kind in Saskatchewan.

Dumont Technical Institute has already conducted preliminary work in preparation for the twelve week program. The Indigenous Doula Training program will meet the requirements of Doula Canada, one of the top membership and certification organizations for professional Doulas and Childbirth Educators in the country. The program will also incorporate the requirements for the Opamihowosiw Indigenous Doula Program, and the SHA-approved Safety Tickets training.

Doulas are known as birthing coaches and postpartum supporters. They are non-medical personnel who assist women before, during and

after childbirth. Doulas are trained to provide the much needed emotional and physical supports not only to the mother, but also the father, and family. Traditionally, Indigenous Doulas have been providing culturally-safe care and perspectives that are essential to the birth experiences of many Indigenous families.

Today, there is an increasing demand for trained Indigenous Doulas across Canada, and Dumont Technical Institute and the Saskatchewan Health Region have joined hands to respond to the need in Saskatchewan.

Following the recent approval of the proposed program by the Gabriel Dumont Institute Board of Governors, Dumont Technical Institute has started the next steps of the program implementation. Both SHA and Dumont Technical Institute have agreed to work together in recruitment, program development and employment. Gabriel Dumont Institute Training & Employment will also partner to provide funding supports for qualified Métis students and

possible wage subsidies for future employment.

Dumont Technical Institute will meet with the SHA Maternal Services Working Group and present the program plan. This working group consists of community grandmothers, women, SHA staff and physicians. The group's membership ensures that stakeholders, including community members and front line staff who will be directly impacted by the new program, are directly involved in it.

The Indigenous Doula Training program is projected to run in the spring of 2019. This is a very exciting time not only for the Institute and SHA, but also for our community. Acknowledgement in the health field for the lack of supports and trained individuals in this area is a huge step towards the betterment of our community as a whole. We identify this and are very excited to help be a part of this growth. We look forward to the success of our soon to be Dumont Technical Institute trained Indigenous Doulas. 🌍



Amanda Shynkaruk,
Program Support Manager,
Dumont Technical Institute,
with her son



Amanda Fisher-Lafraimboise,
Administrative Assistant,
Dumont Technical Institute

Waiting Métis

By Vanessa Johnson (SUNTEP Saskatoon student)

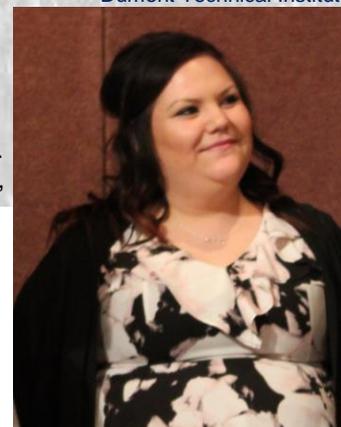
Waiting...
I've lied in the cool grass
waiting... I'm waiting for
someone to find me.
I'm nervous it will be the red
coats.
So far, the shade of a tree
has shielded me from enemy
footsteps.
The camouflage of night has
saved me.
The sun will soon rise, and I
cannot hide once it does.

They will see my shoes, my
gun, and my clothes.
They will see me trying to be
small.
As I lay here my mind wanders.
How I love my wife and
children.
All brave, daring, and free.
They are made of wild hearts
and pure passion.
I hope
They have learned that from
me.

I'm waiting for the sun to rise.
I'm waiting for my loyal Métis,
but if the red coats do come
first...
Am I waiting for the end of
me?

This poem first appeared in
the *in medias res*, a liberal
arts journal published by St.
Thomas More College, the
University of Saskatchewan.
(<https://stmcollege.ca/imr/>).

Reprinted with permission. 🌍



Vanessa Johnson
Photos by James Oloo



Dumont Technical Institute
ABE Saskatoon Student
Fundraiser:

Christmas baking...
Cookie Crumbles
Frozen Cookiedough, and
Lots of other goodies.

To place an order,
Abby Pelletier,
(306) 242-6070
avaline.pelletier@dti.gdins.org

Or

Christina Desjarlais
(306) 683-3634
christina.desjarlais@dti.gdins.org



Photos courtesy of
Gabriel Dumont Institute

Facilities Operations Update

By James Oloo

Gabriel Dumont Institute Facilities Management is a unit responsible for maintenance, renovation, and construction of the Institute's physical fabric. Below are current and most recent projects at the Institute.

Emergency Action Plan

In October and November, the Gabriel Dumont Institute will conduct tests on its emergency notification system. Staff and students will be advised when the test will be conducted and what to expect.

The Gabriel Dumont Institute Emergency Action Plan was implemented in the Prince Albert, Saskatoon, and Regina

facilities in 2017. The plan is designed to prepare Institute employees and students in advance to better respond to emergency situations should they occur.

Central Office Building

The Gabriel Dumont Institute Central Office building in Saskatoon is currently being expanded to include an 8,200 square foot addition. The new space will house Métis Museum, Publishing Department, a boardroom, and office space. Construction is expected to be completed in 2019.

A new storage space is currently being built at the Dumont Technical Institute building at 1003 22nd Street in Saskatoon. The space will be used by the Publishing Department.

La Loche Building

The Institute continues to receive positive feedback from La Loche regarding the recently expanded La Loche programming building. The building includes new and expanded classroom and training space, computer lab stations, and a larger workshop area. The building also has a new community room and increased parking areas.

Should you have any questions regarding the Gabriel Dumont Institute facilities or Emergency Action Plan, please contact Greg MacLeod, Facility Manager, by email at greg.macleod@gdi.gdins.org or by telephone at (306) 657-2101. 🌐

Promoting Respect in the Workplace ... *Continued from Page 2*

Use people's ideas to change or improve work. Let employees/co-workers know you used their idea, or, better yet, encourage the person with the idea to implement the idea.

Never insult people, name call, disparage, or put down people or their ideas. Also, do not constantly criticize over little things, belittle, judge, demean, or patronize. A series of seemingly trivial actions, added up over time, can constitute bullying behaviour.

Be aware of your body language, the tone of voice, and your demeanor and expression in all of your interactions at work. People, who are radar machines, are hearing what you are

really saying in addition to listening to your words.

Treat everyone the same, regardless of their race, religion, gender, size, age, or where they come from. Implement policies and procedures consistently so people feel that they are treated fairly and equally. Treating people differently can constitute harassment or a hostile work environment.

Include all coworkers in meetings, discussions, training, and events, whenever possible. While not every person can participate in every activity, do not marginalize, exclude or leave any one person out.

Try to praise much more frequently than you criticize. Encourage praise and recognition from employee to

employee as this type of reward goes a long way to building a team environment. And, finally, as the golden rule goes, "Treat others as you would like to be treated."

There are many other ways to demonstrate respect at work. These ideas will constitute a solid foundation for a respectful work environment, but your imagination and thoughtful consideration will bring you many more.

This is important because evidence shows that while respectful workplaces create productive and engaged employees, organizations where employees feel disrespected have lower levels of employee engagement, and productivity. 🌐

Pivotal Moments ... *Continued from Page 2*

She noted that “We are very grateful to the Regina Food Bank and the amazing team effort that goes into it, to be able to have this for the Regina students.”

Darcie’s efforts, the City of Regina allocated 640 two-ride adult passes worth over \$4,000 to Dumont Technical Institute over the past two years.

Darcie is always looking for ways to make life a bit easier for students at Dumont Technical Institute Regina. She previously spearheaded a partnership with the City of Regina when she realized that some of our students and clients had difficulty accessing transportation around the city. As a result of

The dedication and compassion of our committed staff goes a long way towards providing Gabriel Dumont Institute students and clients an excellent education and the supports they need to succeed. Thank you Darcie and the entire Institute staff for what you do.



Surplus groceries shared among Dumont Technical Institute students in Regina
Photo by Darcie DeBruyne

Payroll Cutoff Calendar, November 2018

By Carmala Thiessen and Veronica Verzonowski

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

Employee contracts due at payroll upon job acceptance

Payroll must receive contracts prior to payroll cutoff date, otherwise the employee will be paid on the following pay period.

MRTS due by the 15th of every month.



Gabriel Dumont Institute/Dumont Technical Institute

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Visit us at
www.gdins.org

Back issues of this newsletter
can be obtained at:

[www.Métismuseum.ca/browse/
index.php/833](http://www.Métismuseum.ca/browse/index.php/833)

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@gdins_org



GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research

GDI Locations

GDI Central Office Saskatoon

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Saskatoon, SK S7M 0R9
Phone: (306) 242-6070
Fax: (306) 242-0002

GDI Publishing Saskatoon

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

GDI Finance and Operations

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

DTI Central Office Saskatoon

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1-877-488-6888

SUNTEP Prince Albert

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

SUNTEP Saskatoon

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

SUNTEP Regina

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

GDI Training and Employment Central Office

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

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

GDI Library Regina

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

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

GDI Library Prince Albert

48 12th Street East
Prince Albert, SK
S6V 1B2
Phone: (306) 922-6466
Fax: (306) 763-4834



GDI Mission:

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



GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research