

# Kanesatà:ke Tsi Shakotiió'tenhseraienawáse Tsi Teshakotiiienawáse



## TSI NENHATÍ:IERE NE ROTIIÓ'TE

Aiako'nikonhraién:ta'ne ne KETSC's  
Shakotiió'tenhseraienawáse tsi  
ehsatshennónnia'te

<https://kesc-kanesatake.com/>

Ne Ate'nienténhtshera

Otsi'ténha aote'nienténhtshera ne KHRO tánon ó:nen kwah ken'náhe, wákehre nio nittiatén:rohs oh nontière taieté:ni. Ne otsi'ténha né:ne tionatierénhton ne ionohétston nahò:ten kari'wanóntha ne akonnonhnhétie ne tsi iohontsá:te. Kwah shékon skatkáthos ki ate'nienténhtshera ia'tonsaká:ten, iorihowá:nen tsi nientsá:wen'ne. Kí ohtsà:na nà:kon ne otsi'ténha né:ne' ne ahsén:non nihón:ne's ronataweieientá:on ahontsnié:non ne tsik nitiotierá:ton. Ne onièn:kara iorihowa:nen ninen'ne:e ne tewanien'kehá:ka onkwarihwá:ke. Í:i ne onièn:kara netewaia'tó:ten kí ate'nienténhtshera iakoio'ténhstha iontstákhwa ne kén:tons tetewá:neren nahò:ten ne sha'teionkwá:wen tsi nitionkwattherí:non ne onkwanakeráhsera.

Niawenkowa,  
Caira Karihwenhawi Nicholas



This guide was funded by a grant from Services Québec

Avec la participation financière de :

Québec 

With the support of the Mohawk Council of Kanesatake



Research and writing by [S.O.A.R. Solutions](#)



Translation to Kanien'kéha by Tsi Ronterihwanónhnha ne Kanien'kéha Language and Cultural Center



## Tiothiatonhkwatierénhton wátston tánon nahò:ten kéntons

Owén':na tóka ní'

tiothiatonhkwatierénhton

Nahò:ten kéntons

AFNQL

CPR

ESDC

ETSC

FAQ

FNHRDCQ

HR

Kanehsatà:ke

Kanesatake'ro:non

Kanien'kéha

Kanien'kehá:ka

KETSC

KHRO

MCK

MERCs

Tsi Shakotiió'tenhseraienawá:se

Rontia'taró:roks ne Onkwehón:we Quebec Labrador

Teiotsteríha sehshakonónnhets aiaiéheie

Iehna'tsherisáktha tánon aontehiá:ron Canada

Shakotiió'tenhseraienawá:se

Nahò:ten ne lotká:te Ratiri'wanón:tha

Onkwehón:we Rotiió'té:nion Quebec Thotiniarotáhrhon

Shakotiiienawá:se Rotiió'te

Kanesatà:ke

Kanesata'kehró:non

Kanien'kéha Aronhkhátshera

Kanien'kehá:ka (tsi nihotirihò:ten)

Kanesatà:ke Shakotiió'tenhseraienawá:se (2020- )

Kanesatà:ke tsi Tehshakotiiienawá:se Ónkwe (1996-2020)

Kanien'keháka Ratitsénhaiens

Kari'wanóntha ne Aiakoio'ten Aorihwá:ke tsi Nikanó:ron

Tsi nónwe Shakotisnié:nons ne aiakoio'ten

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## Tekarihwathétha

Tsi náhe ne 1996 ne Kanesatà:ke Shakotiiotenhseraienawá:se (KESC) shihshakotiiienawá:se ne ratihnha'tsherí:saks tánon ne rotiioté:nion. Ne Kahiatón:nion ne kahsaáhton ne rotiioté:nion raotirihwá:ke Kanesatà:ke tóka' ní' aktóntie rati'terón:ton, ne ronhská:neks skátne ahotiiotén ne Kanesata'kehró:non rotiioté:nion tánon ne ónwa'k ronteweiénstha. Ne kahsaáhton aiakoié:nawa'se aiako'nikonhraién:ta'ne tsi niiá:wens ne Kanesatà:ke Shakotiiotenhseraienawá:se tánon tsi nahò:ten oiáshon iakoienawá:se. Ne ní' ó:ni kahsaáhton aiakoié:nawa'se ne ronténhnha's sénha ahshakoti'nikonhraién:ta'ne ne Kanesatà:ke nithoné:non ahonwatiioténhste tsik niió:re rotikwé:nion.

Ne enhsewennahnó:ten kí:ken ensahshnié:non tóka' raténhnhas sénha aho'nikonhraiénta'ne:

- Ki ioterihwahtention tánon kaienawa'séhtshere rati:tats ne Kanesatà:ke ETSC.
- Nia'té:kon tsi ní:ioht ká:ien tsi néhshiere nó:nen enhshéhnha'ne ne Kanesata'kehró:non.
- Rotí:ien ne ahonwatié:nawa'se ne sehnhá:on' ohén:ton skátne aeseniiotén.
- Tsi ní:ioht tsi enhtsníé:nawa'se ne iaio'ténhse akwé:kon aioiá:neren'ne ne saio'ténhsere tánon ne iaio'ténhse.
- Káien ne thénon enwá:ton enhshié:na tsi saténhnha's ne aktón:tie ne 15 (Othorè:ke).

Kí kahiatón:nion wísk na'tekakhá:shion. Ne tiotierénhton, ensahró:ri ne KETSC, tsi nitioterihwí:non, ka'nikahwisténhas tánon nahò:ten ia'tehatiká:neré. Ne tekení:haton tekakhá:shion né:ne wathró:ris tsi tóhka tsi nitiótte ká:tats ne KETSC, tsi ní:ioht tsi ienhéne tánon nahò:ten iorhá:re ne KETSC tsi néhshiere nó:nen tho iénhse. Ahsénhaton na'tekakhá:shion ensarihón:nion ne eniesaioténhse raotirihwá:ke, tsi niawénhseron tánon tsi nihati'shátste. Ne kaieríhaton tekakháshion akwé:kon ki nen'né:'e ne enhiaio'ténhse nahò:ten í:rehre ahotó:kenhse tánon oh ní:ioht tsi ahskwé:ni ahtshia'takénhnha ahaié:na nahò:ten í:hrehre ahotó:kenhse. Tsi nahò:ten ní:se ká:ien aontaié:son ne ki ne'ne ohna'kénkha tekakhá:shion ensahró:ri. Tho ki nen'né:'e í:kare tsi entiesatswanón:na nahò:ten ratí:tats ne KETSC tánon ne aktón:tie tánon ne Quebec.

Th Kí nahò:ten kahiatón:nion né:ne aesa'nikonhrá:reke ahséhnha'ne ne Onkwehón:we Kanesata'kehró:non.

Thénon í:hsehre aesatókenhse enwá:ton iénhse ne [ketsc@kanesatake.ca](mailto:ketsc@kanesatake.ca).

## KETSC Aorihwá:ke

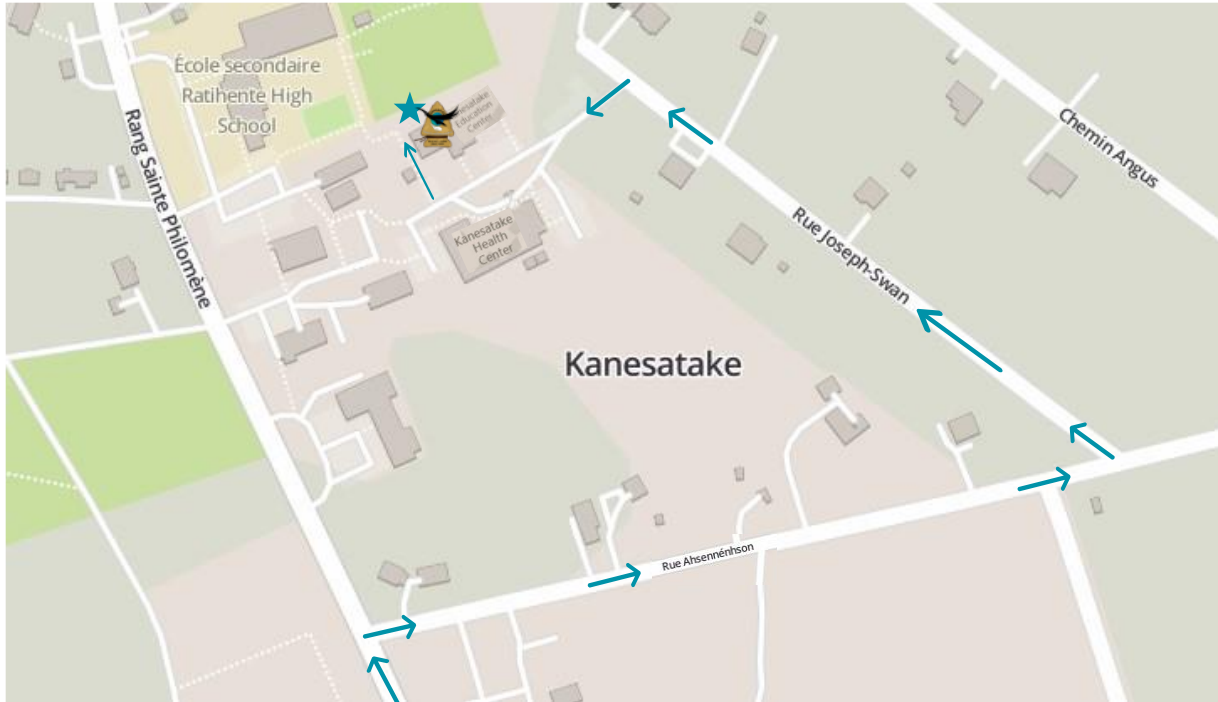
Nahò:ten rónnehre ne Tsi Shakotiiotenhseraienawá:se – Kanesatà:ke Shakotiiotenhseraienawá:se nahò:ten né:ne ahatiio'tenhseratshen:ri tánon ahshakotirihón:nien ne Kanesata'kehró:non tánon enhonwatihshnié:non tsi ia'tenhonwatí:ieste ne tsi nón:we enthotiiotén.



Tsi Nońwe

Ne KETSC 14C Joseph Swan iohá:te ne tsi ratihiatónhkhwa, Kanesatà:ke, QC, CA, J0N 1E0.

ITóka' ne entewatié:renhte enhsate'nién:ten ahsetshén:ri ne KETSC, tóka' nón:wa ohstón:'a wentó:re ahsetshén:ri ohnà:ken ne tsi kanónhsote ne Tsi Ronterihwanónhna ne Kanien'kehá:ka. Kí iohóntsare ne énska iothiá:ton ne ieniakoíé:nawa'se ne entewatié:renhte enthón:ne ahatitshén:ri ne KETSC.



Karáhston 1: Iohóntsare ne KETSC

Tsi Niihwistá:e rotiió'te tsi lehiatónhkhwa

Kí KETSC kahnhotón:kwen tsi niahiá:kseres (Awententaón'ke tsi niió:re ne Ronwaia'tanentaktónhne) 8:00 am to 4:00 pm.

Ne KETSC ne ratíhsere ne Mohawk Council of Kanesatà:ke aó:wen iakenhni'tahshetá:tha tánon ne teiotsteríha ahatihnhó:ten. Ne kén:tons ronnónha ó:ni enhatíhsere tsi nikahwistá:e'ks rotiió'tens ne akehnhà:ke Ohiarihkó:wa tánon Seskéha, tóka ní' tiakaon'kwe'tá:ion eniontó:hetste. Tió:konte kí' ne ioiá:nere ne iahsatewenná:ta ne 450-479-8373 x 301 aesató:kenhse kátke enwá:ton tensawatátken.

### Nikakarésha

Ne Kanesatà:ke tsi Shakotiió'tenhseraienawá:se (KETSC) tsi náhe Kanesatà:ke Human Resources konwá:iatskwe (KHRO), tontáhsawen waakoíé:nawa'se ne rotihiatonhserá:ien tsi

Kanesatà:ke ratihsén:nare né:ne 1996. Né:ne énska ne Kanien'kehá:ka Ratitsénhaiens ne Kanusatà:ke iakoiénawá:se. <sup>2</sup>

Ne KETSC e'tho ní:ioht tsi ratiienté:ri tsi skátne rotiió'te aioiá:neren'ne ne kanakeráhsera.

Ne 1996, Sahkotiió'tenhseraiénawá:se Canada (ESDC), ne tsi náhe Department of Human Resources Development Canada (HRDC) ronatste'niá:ron iahontahsón:teren nahò:ten thonatáhsawen ne Royal Commission ne Onkwehón:we akorihwá:ke, wahontatshén:naren tékeni tsi nón:we naontá:we ne ohwísta wahatirihwanón:we'ne ne tóhka nikentióhkwa Onkwehón:we ne Quebec tho ratií:tare ne Assembly of First Nations Quebec Labrador (AFNQL).

Ne AFNQL ronatkórhston tsi nonkwá:ti ne Assembly of First Nations ne Quebec. 1985 thonatáhsawen tánon skátne rón:tons 43 nikanakerahserá:ke shakotiiá'taró:roks ne ohén:ton iehón:nete kaié:ri niewaterátstha ne tsóhsera ahatikaén:ion ne orihwa'shón:'a. Ne AFNQL skátne rotiió'tens ne thatiniarotáhrhoks, kwató:ken tsi nihotiió'tenhseró:tens ronwatí:iats shakotiiénawá:se ne kanakerahseraké:ron. Énska ne kwató:ken tsi nihotiió'tenhseró:ten, ne kahsaáhton tahatirihwa'será:ko ne á:se ia'thotirihwaién:ta'se skátne ne ESDC, ne ki' ne First Nations Human Resources Development Commission (FNHRDCQ). Skátne rontia'taró:roks ne 29 nikanakerahserá:ke ne Onkwehón:we tsi ratitskó:ton nia'tehá:ti tánon ratikwé:kon enhotiién:ta'ne ahontshennónnia'te nahò:ten ia'tenkarihwaién:ta'on' wahontatshén:naren ne ESDC Kanusatà:ke ratií:tare ki kanakerahseraké:ron.<sup>3</sup>

Kwah tokén:en tsi ia'teiorihwaiéntá:on ne Kanien'kehá:ka Ratitsénhaiens ne Kanusatà:ke (MCK) ne KHRO (ónen nón:wa KETSC) ia'thotirihwaién:ta'se ashakonatia'tahrhá:se ne FNHRDCQ ronwatiió'ténhse. MCK iehonatahsón:tere ahonten'nikón:raren ne KETSC, ratií:enas ne ohwísta sok tenhonréniá'te ne KETSC tánon ne tho ratiniahéshas, nó:nen enhatirihwanónwe'ne ne KETSC ratirihwakaén:ions.

Ne 2019, ne Tiakoniarotáhrhon ne Tsi Ronterihwanónnhha ne Kanien'kéha, Ms. Hilda Nicholas wa'konwahsén:non ne KETSC ne Kanien'kéha: Tsi Shakotiió'tenhseraiénawá:se, ne kéntons tsi shakotiiénawá:se ne kaió'ténhsera.

Rotirihwanónhwé:on' skátne ne Canada

Ne FNHRDCQ iehonatahsón:tere thontká:was ne ohwísta aónton ashakotiié:nawá:se ne KETSC tánon konwaiénawá:se ne KETSC ratitats nahò:ten ahontsníé:non tánon iontstha'shón:'a. Iehonatahsón:tere ne KETSC ratí:tskote skátne ne FNHRDCQ konwaio'ténhse. Nahé:'a ontatshén:nare ne ESDC oié:ri niiohserá:ke nika'shén:nes (2019-2029) ne ohwísta rotirihwanónhwé:on' skafne ne AFNQL né:ne Onkwehón:we Ratiweién:te

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<sup>1</sup> <https://ketsc-kanesatake.com/>

<sup>2</sup> <https://www.kanesatake.ca/wp/services/>

<sup>3</sup> <https://apnql.com/en/about-us/>

tánon shakotiió'tenhseraienawá:se (ISETP) enwatsnié:non ne FNHRDCQ iaontahsón:teren aontontka'we ne ohwísta tánon oiá:shon kaienawa'séhtshera ne KETSC aorihwá:ke.

Tsi iáwe ronatatshén:naren tsi rotirihwanonhwé:on' tsi na'tehón:tere ne AFNQL tánon ne ESDC, akwé:kon ki ne kanakerahsera ne enhontshennón:nia'te wentá:on' enhatíhsere nahò:ten waterihwahserón:ni. Tsi nahò:ten ne karihwakwe'ní:io tsi waterihwahserón:ni ensahró:ri tsi Karáhston ne 2, ohstón:'a wathró:ri tsi ní:ioht tsi waterihwahseroń:ni:

Tsi iá:we ne raotinén:ra thonatenró:hon tsi rontkáthos ki rotirihwanonhwé:on' tsi:
<ul style="list-style-type: none"> <li>• Enkonwaié:nawa'se ne kanónhsi ne Ratiíé:nas akonwa'shatsténhseron ne Ratiíé:nas akarihonníá:nion tánon aóntka'we ne ohwísta tsi enhontoriá:neron tsi ní:ioht tsi rotirihwanonhwé:on' ne entewanónhton nahò:ten ohén:ton ronohetstáhkwen ne ratiíé:nas.</li> </ul>
<ul style="list-style-type: none"> <li>• Aionníhake ne tetsá :ron wentá:on' ahati'nikonhraientáhte tsi na'tehón:tere né:ne Ratiíé:nas ohén:ton rón:nete enshakotí'nikonhraientáhten ne raotinakerahserá:kon ok ne kakó:ra ne Canada tánon ne Ratiíé:nas ne ohwísta ronaterihwaién:ni tahontate'nikonhraientáhten nahò:ten tenhontatehrharátsten tho naiá:wen'ne nahò:ten tehonó:ien ki rotirihwanonhwé:on': tánon,</li> </ul>
<ul style="list-style-type: none"> <li>• Ahotiio'ten ne kà:ron aonsahonténhnhá'ne, nahò:ten ratiweién:te tánon akaién:ta'ne taonteronhwén:tate tsi na'tehón:tere ne ratiíé:nas Onkwehón:we raononkwé:ta tánon ne Canadians iah tehononkwehón:we.</li> </ul>
Tsi iá:we ki tsi ní:ioht é:neken tsi kahiá:ton, ne Ratiíé:nas enthontka'we tsi ní:ioht tsi enhontoriá:neron ki nahò:ten Rotirihwanonhwé:on' ahotiíé:nawa'se ne raonónkweta:

*Karáhston 2: Ne kará:kwen tsi rotirihwanonhwé:on'*

### Nahò:ten ia'tekaká:nere ne KETSC

Aionní:hake tánon aká:reke ahotiio'tenhseraién:ta'ne ne Kanesatà:ke sénha aioiá:neren'ne tsi ronnonhnhétie ne Kanesata'kehró:non. Ne ahonwatiio'tenhseratshénria'se ne Onkwehón:we ne enhatikaén:ion tsi nikaio'tenhseró:ten kari'wanóntha ne tho nón:we tánon tsi nitiótte ne kaio'ténhsera. Aonterihwahtén:ti akaio'tenhseraién:ta'ne tánon ia'tahonwatí:ieste tóka ní' shékon ia'taonsahonwatí:ieste, kari'wanóntha aieiéntere'ne nahò:ten tehonatenhontsó:ni ne enhonwatihnhá'ne. Aiehwistá:ren ne aiontehiá:ron ne tsi ronwatihnhá's tánon ronwatirihonnién:ni ne kari'wanón:tha iaiontahsón:teren akarénha tsi tewatté:nie's ne kaio'ténhsera. Énska nahò:ten ne orihwakwe'ní:io tsi nakaié:ren ne Kanesatà:ke Shakotiió'tenhseraienawá:se (KETSC) né:ne sénha aioiá:neren'ne tsi sha'té:kena ne Kanesatà:ke kaio'ténhsera ao'shatsténhsera, tánon ne kénthon, ne ronaterihwaién:ni ne ahonténhnhá'ne tánon ashakotirihón:nien wentá:on ki' tsi nikanakeráhsera enthonténronhwe.

Tóka' saío'te, tisewatenró:hon ki tánon nahò:ten entéhshieste é:so ki' sha'té:kena tsi enioianerahsten tsi nahò:ten ia'tekaká:nere ne KETSC.

## Ne KETSC Rotiio'te

Nónen thénon sáien ahseri'wanón:ton ne tho roió'te raorihwá:ke tóka ní tsi ní:ioht tsi ronterihwahtentiátha, ne KETSC rotiio'te tho rón:nes ne aiesaié:nawa'se. Ne raotiioténhsera. Áhsen khok nihá:ti ne tió:konte tsi rotiio'te ne KETSC. Nia'té:kon nahò:ten rotiio'te tánon ronaterihwaién:ni nia'tékon ne ashakotiié:nawa'se ne enhotiió'ten tánon ne ronténhha's.

## KETSC Roienawá:se Ohén:ton Lé:rate

Ne ki iotká:te entiontié:renhte tentsatátken nónen entehsatáhsawen ne KETSC. Ki ne Roienawá:se Ohén:ton Lé:rate enhiarí:wawa'se ahsenáhne ne kahiatonhsera'shón:'a tenhiarihwa'será:kwa'se nahò:ten í:hsehre aesató:kenhse eniesahró:ri kén:en eniesaienawá'se.

Ne Roienawá:se Ohén:ton Lé:rate enhiehiahrákhwen iahsaténniehte tsi na'kahwistá:e'ke wesaió'ten (wa'tsik sénha í:si nónwe) tánon tenhiarihwa'serákwa'se ne sahiatónhsera KETSC.

## KETSC Shakotiioténhseraienawá:se Shakotá:tis

Tóka' nón:wa tóka ní' iah thakari'wanón:ton taesenithá:ren, ne nen'né:'e rotiio'ténhserá:ien orihwí:io ahonnón:ni ne e'tho enhotiió'te rotí:ien ónhka ahonwatiié:nawa'se ahatié:na ne ahonwatirihón:nien tóka ní' ahotiió'ten. Ne enhotiió'ten shakotá:tis tenshakorihwa'será:kwen nahò:ten ronnehre ne enhotiió'ten, enhshakohró:ri oh nikaio'ténhseró:ten aiontaterákwen tánon ia'teiaó:ien tánon enkáhseron tsi nikarí:wes tho eniakoio'ten. Tóka' nónwa enhshé:ken nónen enshakotina'tónhase ne kaio'ténhsera aorihwá:ke ne tsi iokwé:ne tóka ní' tensewatátken tsi teshakotirihonnién:ni tánon ne ronténhha's ne kanakerahserá:kon.

Ne ieienhna'tsherakwátha shakotá:tis enwá:ton enhakaénion ne sahiatónhsera ahahwistatshén:ri orihwí:io ahrón:ni akwé:kon nahò:ten kari'wanóntha ne e'tho ohén:ton ne aontahóntka'we tsi rotirihwanonhwé:on'. Tóka' nón:wa wentá:on ne ki ientshattatse tóka' kaienawa'séhtshera tensatenhontsóhse ne ónhka'k shehnhá:on' tsi nitiótte ne KETSC. Ahonwatiié:nawa'se ne rotiio'té:nion ne nen'né:'e iakoterihwaién:ni.

## KETSC Ohén:ton Lé:iente

Ne KETSC Ohén:ton Lé:iente ne iakoterihwaién:ni akwé:kon tontaiekaén:ion ne ronatatshenninión:ton raotihiatónhsera ne ISETP Kanestatà:ke. Tho aká:ra'ne ne rotirihwanonhwé:on', aontontká:wen kahiatónhsera nahò:ten ioterihwahtén:tion, ó:ni ne ohwísta tsi ní:ioht tsi kontiiá:ken's iaontenniéhton tsi nikahá:wi akwé:kon kí:ken né:ne KETSC Ohén:ton Lé:rate raoio'ténhsera. Ronwatarotahshién:ni KETSC raotihсэн:nakon tsi iahón:ne ne FNHRDCQ tsi rontkennisaáhs. Skátne rotiio'te, ronwatienawá:se ne KETSC Rotiio'te tánon tehatí:neren ne KETSC Ratirihwakaén:ions. Ne óni ronaterihwaién:ni ahonthró:ri tsi niohtonhá:tie, MCK tánon ne FNHRDCQ ahonwatihró:ri.

Nó:nen enhsatatseninión'te ne sakwé:nion nahò:ten aesaió'ten, ne ki ne KETSC Ohén:ton Lé:rate enhiahrori nahò:ten ia'tenhotirihwaién:ta'se ne KETSC Ratirihwakaén:ions. Ne óni ne

Ohén:ton lé:rate roterihwaién:ni ahakwatá:ko ne sahiatonhsera'shón:'a, ahróhetste ne sakariá:kon tánon ne tentsatirihwahsón:teron tsi naho'ténshon ensaio'ten.

### Tsi Niiá:wens ne KETSC

Akwé:kon tsi nahò:ten tewatká:was ne KETSC sénha enka'nikonhraiéntáhton kwatóken' tsi nón:we kahiáton kén:thon. Ki tsi nón:we wathró:ris tsi nahò:ten waterihwahtentiá:tha ne KETSC sénha ensa'nikonhraiéntáhten tsi ní:ioht tsi enhatikaén:ion tánon ónhka entiekaén:ion.

Ahsen nihá:ti rotiió'te ne kETSC ahonwatihshnié:non ne rotiió'te tánon ne ronténhnhá's. Ne é:so ne thé:non enwateri'wanón:ton KETSC Thaniarotáhrhoks rohshnié:nons nón:we tewatahsáwha. Ne raotihiatónhsera tenhonnatáhkwa'te tsi tehshakotihnhá's shakotá:tis KETSC tóka ní' Ohén:ton lé:rate ne KETSC tenthakaén:ion tánon enhró:hetste.

Ne KETSC kaié:nahs ohwísta FNHRDCQ thontkáwahs, KETSC Ohén:ton lé:rate ra'nikón:rare, enhonwaten'nikonron ne ratirihwakaén:ions.

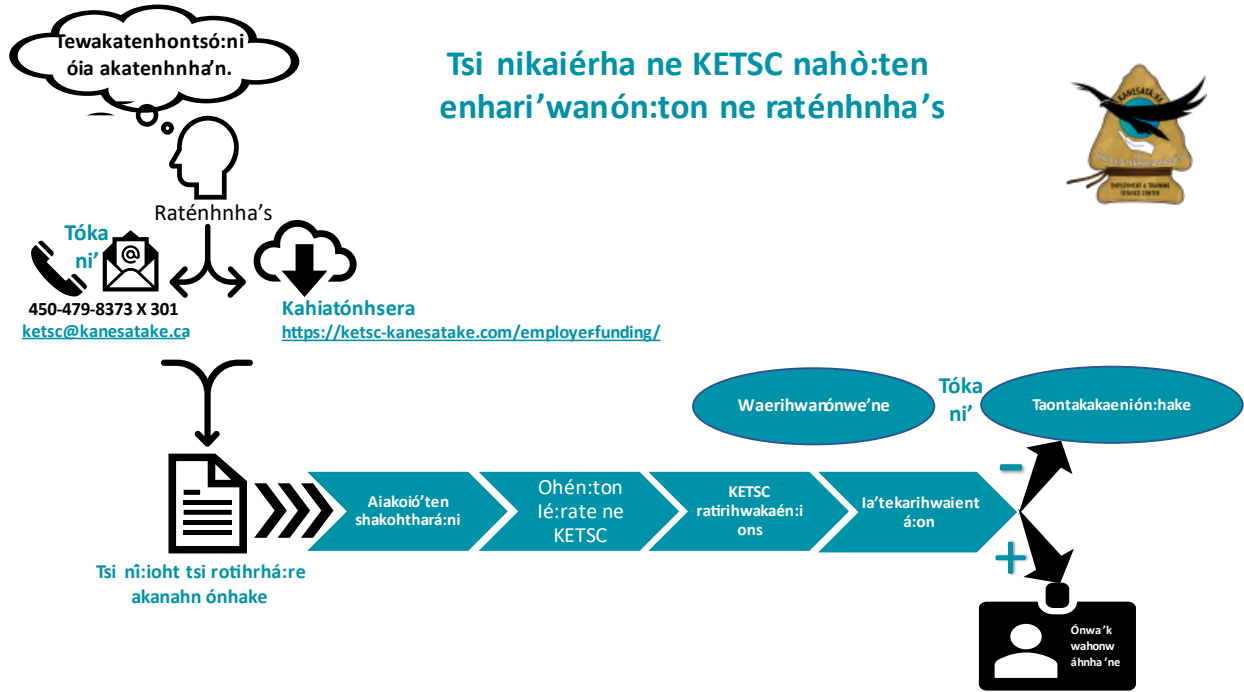
Ne KETSC ratirihwakaén:ions énska ne sewenhni:ta rontkennisaáhs tenthatikaén:ion nahò:ten rotiri'wanón:ton ne rónnehre ahotiió'ten tánon ne rontenhnhá:sere ne enthonnónhton tsi ní:ioht tsi enkaiá:ken'ne ne ohwísta. Ne Ratirihwakaén:ions ne kí' ne ronwatiiá'tarà:kwen (Rotiiá:neh), Ohén:ton lé:rate ne KETSC tánon ohén:ton iehón:nete kanakerahserà:kon shakotiienawá:se tsi nónwa ní:ioht ne ronahskéhnhen ahontwistón:ni. Iah thénon tewaterihwahtén:tie's tsik enhatirihwanonwe'ne ne KETSC Ratirihwakaén:ions.

Ne ronténhnhá's tóka' tehonatenhontsó:ni thénon aontahontihéntho nahò:ten ratitats ne KETSC enwá:ton tsi enthontáhsawen iahonwanáttatste ne KETSC Rohshnié:nons ne Thaniarotáhrhoks, ienhontewenná:ta tóka ní' email, ahari'wanón:ton ne aiénahne kari'wanóntha ne kahiátónhsera (skaén:ion ne lowenhte 1) ahsenáhne tóka ní' iáhse ne [KETSC website](#) ne tahsna'netáhkko ne kahiátónhsera.

Nónen akwé:kon enhsenáhne ia'satén:nieht ne [ketsc@knesatake.ca](mailto:ketsc@knesatake.ca) ahontkátho. Tóka' iekaié:ri tsi niioiá:nere tsi tho ní:ioht nahò:ten kari'wanóntha ne KETSC Ohén:ton lé:rate ienshakori'wanóntonhse ne KETSC Ratirihwakaén:ions ne óia enshontkenní:sa. Ne KETSC Óhénton lé:rate enhóhró:ri ne raténhnhá's nahò:ten ia'thotirihwaién:ta'se sok ken' nientsá:wen. Tóka' ia'ia'k niihia'kserá:ke tsi tiotáhsawen tsi niió:re ienwatéhsa.

Iah akwé:kon ne shá:ka tsi nenkaié:ren. Ne enhotiianeráhsten tsi niiorí:wake enhsewientehta'ne ki katokenhstá:on tsik nónwe kahiátón:nion.

Tsi nenháiere ne raténhnhá's tekahswathé:ton tsi karahstá:nion ne 3.



Karáhston 3: Tsi neniá:wen'ne nahò:ten rari'wanóntha ne raténhnhá's

Tóka' ne KETSC Ratirihwakaén:ions enharihwanónwe'ne nahò:ten wahseriwanón:ton ne óia ahsaténhnhá'ne (skaénion ne lowénhte 4) ensahró:ri tó ní:kon ohwísta enshiéna ahsherihón:nien ne enhsaténhnhá'ne.

Tóka' iah thahonhón:tate, enwá:ton ki' tentehskétsko (skaénion ne lowénhte 2) tóka ni' enhserihwanónwe'ne. KETSC wathróris tsi nenhshiere. Ehtà:ke 1 tiotierénhton.

Tiotierénhton 1: Tsi nenhatí:iere ne KETSC Ratirihwakaén:ions iatenhotirihwaiéntá'se

Tiotierénhton 1	Í:senahn ne taontahskétsko kahiatónhsera ohén:ton ne 30 niwenhniserá:ke tsi náhe tisaié:nen nahò:ten ia'tekarihwaiéntá:on
Tiotierénhton 2	Tasatka'wh shékon ne óia aioienta'ne ne taontahatikaén:ion
Tiotierénhton 3	Ia'satén:nieht tsi ní:ioht tsi rotihrhá:re akanahnón:hake ne kahiatónhsera KETSC Ohén:ton lé:rate ia'tshatenniéhten
Tiotierénhton 4	Ne KETSC Ohén:ton lé:rate teiótsteríha enhatkennisaahtsherón:ni skátne ne KETSC Ratirihwakaén:ions (ohén:ton aontóhetste ne 15 nónta)
Tiotierénhton 5	Enshatikaén:ion ne KETSC Ratirihwakaén:ions ne tahontahatikaén:ion kahiatónhsera tánon nahò:ten ísi' nónwe niskahiá:ton
Tiotierénhton 6	Skátne tsi ia'tenhotirihwaién:ta'se ne KETSC Ratirihwakaén:ions tánon ne raténhnhá's
Tiotierénhton 7	Tséna nahò:ten ia'thotirihwaién:ta'se ne KETSC Ratirihwakaén:ions á:se' ken ne ohna'kénkha tánon iah tha'taontakaríhshion

## Nahò:ten Iorhá:re ne KETSC

Ne KETSC iorhá:ne ne ronténhna's

- Ahatirihwaié:rite nahò:ten kari'wanón:tha,
- Ahoti'nikonhraién:ta'ne tsi nitiótte enwá:ton enhatiié:na,
- Enhatii:nahne tsi ní:ioht tsi aonterihwahtén:ti,
- Iótkate tahatihthá:ren
- Ronnón:ni ne tóhsa aiotterónhton tsi nón:we enhotiió'ten ne enshakóhna'ne.

Kí nahò:ten rotihrahtsherá:ien wahsohkwará:ken tsi kahiá:ton. Ne sháka ne nahò:ten rotihrahtsherá:ien ne KETSC aoianerénhsera tsi kahiatón:nion. Ne aoianerénhsera kí ronténhna's iehatirihwá:reks ronwatina'tónhkhwa, kahiatón:nion ki kahiatónhsera tsi nahò:ten rotihrahtsherá:ien orihwí:io ahonnón:ni tsi sa'nikonhraién:ta's nahò:ten saterihwaién:ni tsi iá:we raténhna's/iehatirihwá:reks. Kén:en óni wathró:ris tsi niió:re nienhénhse ahshié:na ne ohwísta.

### Enwá:ton

Ne aón:ton ahshié:na ne KETSC thontká:was ne ohwísta wentá:ons kí':

- Saianerenhseraientá:on nahò:ten satatahentiá:ton.
- Enhserihwahní:rate tsi ská:ia'ks ne ahatiká:ria'ke ónhka eniakokaréwahte.
- Sanónhsote, ne Othorè:ke (Laurentians) tóka ní' aktóntie tsi nón:we tisaterihwahtentiá:ton tánon orihwí:io enhsón:ni ne enshéhnha'ne tsi tho nón:we enhotiió'ten.
- Akwé:kon í:senahn ne C1 ierí'wanóntha aiakoió'ten kahiatónhsera.
- Satatshén:nare ne karihwanonhwé:on skátne ne KETSC.
- Ne owísta enthontka'we ne KETSC ne khok í:satst nahò:ten kahsaáton.
- Sheiahronká:ten ne KETSC tóka ákte' raténhna's nién:shawe ne ohwísta.
- Tasatka'wh ne ahonerien'tí:io tánon akaio'tenhseriió:hake tsi asherihón:nien ne eniesaió'tenhse ronnón:ha sherihwakwé:nienst.

### Tsi Nitiótte tsi Rotikwé:nion Ahotiió'ten

Áhsen na'tekonttíhen eniesá:tatshe ne KETSC í:se enhsatshennón:nia'te tsi saténhna's. Ki kénthon tsi kahiá:ton ne C1 né:ne akenhnhà:ke aiakó:io'ten enkakaenión:hake. Ki tsi nenkaié:ren ehtà:ke akwé:kon kahiatón:nion né:ne KETSC rotianerenhserí:son. Ne enhotiió'ten né:ne ronatatshenninión:ton ronwatina'tónhkhwa. Tho ní:ioht tsi káhsen aón:ton taontatá:wi ki kahiatón:nion.

### C1: Tsi nitiótte tsi Rotikwé:nion Ahotiió'ten

Tsi nahò:ten rón:nehre ne C1 tsi nitiotte kátats ahonwatiié:nawa'se tánon ahonwanaten'nikón:ron sénha í:si' nón:we ne enhoi'ó'ten ahoianeráhsten tsi niió:re rokwé:nion ne tóhsa' thénon akaiésha ahontste ne attokáhtshera nahò:ten ronaterién:tare tánon nahò:ten rotikwé:nion.

Kaié:ri niiorí:wake enwá:ton ensaianeráhsten, áhsen ní:kon ne kahsaáhton aontié:sen'ne tsi ahotiió'ten ne ronatatshenninión:ton. Ne kaierihá:ton né:ne' kahsaáhton aiakoié:nawa'se ne rotiió'te iahontahsón:teren. Ne rotiió'te tóka' rotikwé:nion tánon ronská:neks ahontshennón:nia'te tsi nitiótte ki wentá:on' ki enhatí:nahne ne C1 kahiatónhsera tóka ni' né:ne tsi niwakénhnes ahotiió'ten (sátken's ne lowénhte 1 tánon 3). Ne C1 ensahró:ri tsi nénhshiere ne KETSC tsi enhsenáhne.

*Tiotierénhton 2: Wathró:ris nahò:ten ne C1 Teionaktahkwén:ni tsi nitiótte*

<b>C1: Tsi Nitiótte Ahotiió'ten tánon Ratiio'tenhserón:ni</b>				
	Ratiio'tenhserón:ni tánon ne Thontén:rons	Kakariáktshera Kakorahsera	Akenhnhà:ke Ahotiió'ten	Rontsníénons lahontahsón:teren
Ne Aorihwá:k e	Kaiéntak nahò:ten ahoti'nikonhrá:reke ne ronténhnhá's ahonerien'tí:io nahò:ten rotikwé:nion tsi nihonnonnhó:ten tánon tsi ní:ioht tsi rontoriá:nerons ne ronatatshenniniónton.	Ne kakó:ra watsnié:nons ne kakariáktshera ahoti'nikonhrá:reke ne ronténhnhá's ashakotihnhá'ne ahotiió'ten tóka ni' ahonwatirihón:nien tsi enhotiió'te.	Ne kakó:ra aontsníé:non ne kakariáktshera ne ronterihwaiénstha (16 tsi niió:re ne 30 tehonohserià:kon) ahoti'nikonhriaén:ta'ne oh ní:ioht ne aiakoió'ten.	Ahonwatihshnié:non ne rotiió'te iahontahsón:teren tsi enthóntka'we ne thénon kari'wanóntha ahóntste ne ahonwatirihón:nien.
Nahò:ten Enthontka 'we	Ratiio'tenhserón:ni ahotiianeráhsten ne ronatatshenninión:ton tánon ne kanakeráhsera.	Enhonwatiíé:nawa'se ahatiweientéhta'ne ahatiio'tenhserá:tsenri nó:nen enhatíhsa khné:ne ahonwaio'ténhse tóka ni' akte' nón:we ahotiió:ten.	Enhonwatiíé:nawa'se ahonate'shennaiénta'ne ne aonterihwahtén:ti, aioiá:neren'ne, ahatiweientéhton nahò:ten ne kaió'tenhserá:ke rotiweientehtá:on.	Enhatihonniá:nion tánon tenhonrienia'te ne tsi enshakotirihón:nien ahatí:nahne nahò:ten tenwatenhontsóhweh ne ratiio'tenhserá:io; nia'tékon ratiweién:te; kaió'tenhserá:ke enhonthará:tate.
Tsi Nikarí:wes	Tsi niió:re ne 52 niihia'kserá:ke	Tsi niió:re ne 52 niihia'kserá:ke	Tsi na'tetiá:tere ne 6 tánon 12 niihia'kserá:ke	
Kahwistá: e'ks <sup>a</sup>	30-40 nenkahwistá:e'ke ne tsahiá:ksera	30-40 nenkahwistá:e'ke ne tsahiá:ksera	30-40 nenkahwistá:e'ke ne tsahiá:ksera	



## C1: Tsi Nitiótte Ahotiió'ten tánon Ratiio'tenhserón:ni

	Ratiio'tenhserón:ni tánon ne Thontén:rons	Kakariáktshera Kakorahsera	Akenhnhà:ke Ahotiió'ten	Rontsníénon lahontahsón:teren
Tsi Sha'téken a <sup>b</sup>	<ul style="list-style-type: none"> <li>• 100% ne kwah ehtà:ke tsi niwatká:ria'ks 40 nenkahwistá:e'ke + MERCs</li> </ul>	<p><b>Ne Kanesatà:ke</b>  <b>Kaio'tenhserá:ien:</b> 100% ne kwah ehtà:ke tsi niwatká:ria'ks 40 nenkahwistá:e'ke ne tsahiá:ksera + MERCs</p> <p><b>Ne Othoré:ke</b>  <b>thonaterihwahtentiá:ton</b>  <b>n tánon ne</b>  <b>aktatié:shon:</b> tsi niió:re ne 50%</p>	100% ne kwah ehtà:ke tsi niwatká:ria'ks 40 nenkahwistá:e'ke + MERCs	Tsi nikanó:ron ahonwatirihón:nien tánon tsi tenhontstiká:wha
Ia'tekarih waiená:on	<ul style="list-style-type: none"> <li>• Né:ne tsik ónhka tánon iah ne téken ne aiontwistón:niá'te ne ratirihwakwatákwas</li> <li>• Áhsen niiorí:wake tsi enhsatats'hén:naren</li> <li>• Ne khok ne kaio'tenhserá:se enwá:ton</li> <li>• Iah ne tekéntons aonsahonwátka'we ne ónen tho roió'te</li> <li>• Tsi ní:ioht tsi enkaió'tén:en tánon nahò:ten teiaó:ien wentá:on ne KETSC óni skátne</li> <li>• Ne kaio'ténhsera wentáon' enthontáhsawen 60 niwenhnerá:ke tsi náhe tiorihwanonhwé:on ne KETSC</li> </ul>	<ul style="list-style-type: none"> <li>▪ Tho í:kare ne shaiá:tak rotatahtentiá:ton</li> <li>▪ Ne sháka tsi ní:ioht ne Ratiio'tenhserón:ni tánon ne Thonatenróhon</li> </ul>	<ul style="list-style-type: none"> <li>• Rotiio'tenhseraién:ta 'n ne shatiiá'tátshon tsi nahò:ten ronateweiénston tóka' enwá:ton</li> <li>• Ne shatiiá'tátshon ronté:weienst ne CPR</li> <li>• Ne sháka tsi ní:ioht ne kakó:ra watsnié:nons ne kakariá:ktshera</li> </ul>	<ul style="list-style-type: none"> <li>• Né:ne tsik ónhka tánon iah ne téken ne ahontwistón:niá'te ne ratirihwakwatákwas</li> <li>• Ne raténhnhá's wentá'on enthátka'we tsi nenkaié:ren tsi enhonwatirihón:nien ne kénthon tóka ní' ákte' nónwe, né:ne ahatirihwanón:we'ne</li> </ul>

<sup>a</sup> Tóka nónwa kà:ron nenhonwatikariíá'kse ne iah akwah tehonata'karí:te.

<sup>b</sup> Tsi ní:kon ratiká:ria'ks ne entewanónhton tsi ní:kon kahwístaien tánon tsi rotirihwanonhwé:on ne KETSC ratirihwakaén:ions.

## Nahò:ten Rotiió'te ne Ohén:ton lehón:nete

ónen akwé:kon éhntsha ne C1 tóka ní' Akenhnhà:ke kaio'ténhsera ahsatats'hennínion'te, enhsatats'hén:nare ne áhsen niiorí:wake waterihwahserón:ni (sátkens ne lowenhte 4) kahiatón:nion nahò:ten teiaó:ien tsi nakaié:ren, tsi nikarí:wes tánon tsi ní:kon entié:son.

Ne waterihwahserón:ni wathró:ris tsi MCK enhatiká:ria'ke

Tóka' ne waterihwahserón:ni wathró:ris tsi MCK ensheió'tenhse aontié:sen'ne tánon kà:ron naióksteke ne thatiniarotáhrhoks raotirihwá:ke ahonwatíhnhá'ne ne iah tekarié:wes, wentá:on kí' í:se orihwí:io enhsón:ni tsi tkaié:ri tsi eniesaká:ria'kse ne MCK.

Tóka' nón:wa wentáon' orihwí:io enhsón:ni ne roióte iakoio'te tiakohtkáwen tsi niiakothiá:ton ne tióhton nikahiatónhkwake iakoienterehstákhwa ne kakoráhsera, aontahonwén:non ne KETSC. Wentá:on óni entióntka'we ne iehwistaiéntákhwa aorihwá'shón:'a ohnaiá:wen'ne tsi niiakothiá:ton tsi iakoio'te ne MCK aiakoien:ta'ne tsi niiakothiá:ton tóka háro'k teiakó:ien. Ne rotiió'te tiotierénhton ronwatiio'ténhse ne KETSC (ka'k nón:we nikahia:ton) tóka nónwa ónen rotihiatónhkwaien ne MCK rotiió'te raotihiatónhkwá.

Énska ne tehiahia'kserá:ke orihwí:io són:ni ne roió'te enhánahne ne MCK raotihiatónhsera tsi roió'tén:en (sátken's ne lowenhte 5) ká:ien ne ensahró:ri tsi ní:ioht tsi enhsenáhne káien ne sénha watié:sen tsi nénhshire (sátken's ne lowenhte 6). Thóne ónen tentehskaén:ion ohénton aontahshé:ion ne KETSC tsi ní:ioht ne MCK raotihiatónhsera tsi wathró:ris ne iakenhni'tahshetáthá. Tsi nikarihò:ten ne wathró:ris tó: nikahwistá:e'ks saio'tén:en ne kahiatónhsera entehshé:ion tió:tkon ne tekení:haton Karistiiáhne ohén:ton ne 4 niiohwistá:'e tánon tehiahia'k será:ke (oié:ri nón:ta) sha'té:kena tsi shiá:ton. Iah kí' ne sháka téken tóka' wentanó:ron. Ne Thatiniarotáhrhoks shakoienawá:se ne enhiahró:ri tóka' thénon tenwatté:ni tsi enhsenáhne tsi ní:kon saio'tén:en ne tsi iakenhni'tahshetáthá.

Tóka' iah akwékon thahsenáhne tsi ní:kon saio'tén:en tóka ní' iah thahatiié:na tsi nikahá:wi kari'wanóntha iah kí' thaioiá:neren'ne kaio'ténhsera aorihwá:ke. Tóka' nón:we ne roió'te iah thahotkariá'kse tsi niiooterihwí:son. Enwá:ton tenthatiríhsi tsi ní:ioht tsi ia'tekarihwaientá:on'.

Ne ia'tekarihwaientá:on' wathró:ris tsi tentié:son ne sakariáktshera

Tóka' ne áhsen niiorí:wake sarihwanonhwé:on kari'wanóntha ne roió'te ahahsenná:rake ne tsi thoió'te shakotikariá:kse thóne ónen ne thatiniarotáhrhoks énska ne sewenhní:ta enthontka'we tsi sha'tékena tsi iesakariá:kse tánon ne MERCs. Iah thaón:ton iahonnó:hetste tsik ní:kon waterihwahserón:ni tsi ní:ioht tsi satatshén:naren.

## Tesewathárha ne KETSC

Nia'tékon enwá:ton enhotiié:nawa'se ne rotiió'ténion tsi nahò:ten tewatká:was ne KETSC tóka' iorihwató:ken tsi tehatihtharha. Rotihhá:re ne KETSC akwé:kon ahonwatihrorihá:tie ne rotiió'té:nion tóka' thénon tewatté:ni tsi ní:ioht tsi rotirihwanonhwé:on', tóka' ó:ia'k thí:ioht tsi ratoriá:nerons ne roió'te, ne roió'te rari'wanón:tha ahatia'tawatstà:na. Tóka ne

roió'te enhatorí:shen tóka ni' iah thaonsahoio'ten. Ohén:ton ne aonsahonwátka'we, ahatirihwanón:we'ne ahatorí:shen ne nikarihwé:sha, tóka ni' iahatkontáhkwe tsi wahonwáhnha'ne, eniesahró:ri taesewathá:ren ne KETSC.

iesahró:ri ni' óni ahsatró:ri nahò:ten saianerahstén:ni. Iotká:te ne KETSC ratirihwataáhs ne raoná:wen website ne thénon enhotiianeráhsten. Toká nónwa í:se saterihwahtentiá:ton enhonwatiia'tará:ko enhonthró:ri nahò:ten ioianerá:tie.

Enwáton enhtshón:karon ne KETSC Roió'te Shakohthará:ni ashakonatahré:nahse ne iesaio'ténhse ne tsi rotiió'te. Tóka' nónwa ne Ratenhnhá's Shakohthará:ni enhá:tate ne ahshakoié:nawa'se tánon enshakoia'tontháse orihwí:io ahrón:ni tsi enhotiianeráhsten. Tóka' nónwa ne iesaio'ténhse ne enhatiráko ne iótkate ahontkenní:sa ne KETSC ahonwatiié:nawa'se tsi nikarí:wes eniesaió'ténhse. Kwah tsik nikahá:wi eniesá'nikonhrá:reke asherí:hon ne iesaio'ténhse ahontkenní:sa ne KETSC tánon tóhsa ahontré:wahte ne aontakarihón:ni.

Tasatén:nieht nia'tewenhni'take skátne ne kahiatónhsera ne ohwísta kari'wanóntha, tóka ni' tió:konte ne tekení:haton ienhsatén:niehte ne kahiatónhsera tsi niohtonhá:tie enhsehró:ri ne KETSC raotinén:ra. Ne orihwí:io enwá:ton tsi akwékon sewaterien'tará:tie tsi niiá:wens ohén:ton ne thénon aonhétken'ne.

Nónen akwékon enwatéhsa kí:ken tóka' nónwa eniesari'wanón:tonhse asathró:ri oh kati' naáwen'ne. Tió:konte tsi ioianerá:tie nahò:ten rotiió'te ne KETSC. Nahò:ten enhsehró:ri tsi nesarí:wawen enhotiié:nawa'se ne ó:ia enshonténhnhá'ne, eniorihwahnirónhake nó:nen enshonwatihnhá'ne ne Kanesata'kehró:non ahaweiéntehton tsi ní:kon ahoió'ten.

### Áhontste tsi Nikaianerenhseró:ten

Iah thénon tewatsterísta tóka' ken MCK ronwaticariá:kse tóka ni' ken í:se shekariá:kse akwékon nahò:ten kaianerenhserí:son tóka ni' tsi nahatí:iere wentá:on enhatíhsere kwah tsi enthontáhsawen ahotiió'ten. Tóka' nón:wa tenhonani'tón:nien tsi MCK enhonwaticariá'kse, tóka nónwa enhonnonhtonniónhwe wentá:on' ne enhatíhsere tsi nikahá:wi nen'né:'e rontoríshens ne MCK rotiió'te. Néki tsi iáwe í:se sehnhá:on, í:se kí' saianerénhsera enwaterihwahtén:ti.

Tsi kí' ní:ioht ne ónwa'k enthatáhsawen enhoió'ten, eniesá'nikonhrá:reke aesaién:take ne ka'shátste tsi ahshena'tónhase tsi ní:ioht tsi enthontáhsawen. Eniesá'nikonhrá:reke sha'taesewátste tsi nisaianerenhseró:ten tánon tsi nihshié:rha tánon sheionkwé:ton ónhka skátne ahotiió'ten tóka ni' ahorió:nien, tóka' iotón:on'. Toka' ne iaio'tenhse e'tho ní:ioht tsi rohrharahstherá:ien ne tehaó:ien ne ahoiánerahsten tsi ahoió'ten. Kwató:ken tsi na'teká:ron ahoterien'tará:tie aón:ton sénha ioiá:nere tsi aho'nikonhraién:ta'ne ne iaio'ténhse nahò:ten tesatenhontsó:ni tánon sahrhá:re. Ne raténhnhá's aówen ni nen'né:'e ahori'wanontónhse ne roioténhse thénon ahohró:ri tánon ahatahónhsatate.

Ne ákte' nón:we thatí:teron ronténhnhá's ronwati'nikonhrá:reks kwatóken tsi na'teká:ron ahonwanatia'tárhase ne KETSC tánon nónen enhonwatihón:karon thénon

ioterihwahtén:tion ne kanakerahserá:kon ahonte'niénte iahón:ne. Sénsa  
enhtshe'nikonhraién:ta'ne ne iaio'ténhse tánon enthietáhkwe. Ne kí' enión:ni ne sénsa  
aioiá:neren'ne tsi na'tetsá:tere tánon ne kaio'ténhsera.

Kí ne ó:ia skahiá:ton, sénsa í:si' nónwe ensató:kénhse ne iaio'ténhse raorihwá:ke.

## Ne Sonkwè:ta Raorihwá:ke

Iah tewatsterístha tóka' saténhna's ne Kanesatà:ke tóka ní' átste ne Kanesatà:ke tóka'  
nónwa thénon ne iaio'ténhse raorihwá:ke iah tesaterién:tare. Kénthon nónwe,  
enkakaeniónhake, enkará:kwen ne karihwakwe'ní:io tánon tóhka ní:kon enkaién:take ne  
KETSC aonkwe'taó:kon ohén:ton ne í:se aiesaió'ténhse. Nikarihwésha tsi enkari'wisá:kon tsi  
niiawénhseron tánon nahò:ten tehonathronhwá:se ne Kanesata'kehró:non ó:ni ne  
ka'shatsténhsera enthontka'we ne ienwatahsón:teren enkari'wisá:kon tsi nihatiiérha ne  
KETSC.

## Ónhka Enwá:ton Eniakoio'ten

Kí kahiatón:nion wathró:ris nahò:ten wentá:on' enierihwaiérite ohén:ton  
aiontshennónnia'te tsi ní:kon thontká:was ne KETSC.

- a. Kanesata'kehró:non rothiatónhkwaen tsi ratihsennarón:nion ne MCK aohiatónhsera  
tánon JON 1EO í:nekere.
- b. Ónhka ne é:so tha'teiontentsháahs tóka ní' iehwistatáhkwas ne iah teshotiió'te  
ohwísta (E.I.), tóka ní' shakotiienawá:se ónkwe ohwísta ietáhkwas, tóka ní' akaónha  
iontatio'ténhse.
- c. Iakoió'te nék tsi ionská:neks óia' nahò:ten aionteweienste tóka ní' taieté:ni tsi  
niiakoio'tenhseró:ten:
- d. Iakoiéntak ne 9 niiohiatónhkwaen ne kakóra iakoienteréhstahkhwa.
- e. Í:si' nón:we ne 16 teiakaohseriiá:kon tánon ónen tsóhsera iah tetsakoteweienston:
- f. Iah thénon teiakoié:nen ne KETSC thontká:was ohwísta tsi nikarí:wes ne teiohserá:ke  
ktiká:te ne iah teioká:raien tsi nahò:ten iakoio'tén:en.

Tsi kí' ní:ioht ne í:se', ne iakoió'te / roio'te tehonatenhontsó:ni aiontshennón:nia'te ne C1  
ní:kon ahotiió'tén:en wentá:on enienáhne kahiatónhsera (skaén:ion ne lowénhte 7).

Ahseniáhese ne oiáshon nahò:ten, wentá:on' ne roio'te enhari'wanón:ton tahontátken ne  
KETSC Ahotiió'ten Shakotá:tis.

Tóka' ónhka saterién:tare iehna'tsherí:saks, shehró:ri iehonwanáttats ne tsi ronténhna's  
shakotá:tis ne KETSC nón:we ahonhró:ri tsi rotikwé:nion tóka' enhonwatiia'tará:ko.  
Ratikwé:kon ne ratihna'tsherí:saks ne ronhská:neks ahontshennón:nia'te ne  
ronatateweienentá:on' tsi nikaio'tenhseró:ten wentá:on tehontátken ne tsi Ronténhna's  
Shakotá:tis 45 niwenhniserá:ke ohén:ton aontahontáhsawen ahatikaén:ion nahò:ten  
rotikwé:nion.

## Tsi Nihatí:iere Enhotiió'ten Raotirihwá:ke

KETSC katats ne A tánon ne B ne enhotiió'ten tehonatenhontsó:ni ahonwatiíe:nawa'se ne ónwa'k enthontáhsawen enhotiió'ten. Akwékon kahiatón:nion tsi naho'ténshon rotí:ien ashakotíhnhá'ne ne KETSC tsi nikaianerenhseró:ten akwé:kon kahiatón:nion ne lowénhte 8. Nek tsi ne kwah karihwakwe'ní:io ne tsi nihatiiérha A tánon B tsi lohaté:nion ne 3 ensana'tónhase ken' ehtà:ke. Ne iahnha's tóka' rotshennonniá:ton ne énska tóka ní' í:si nón:we ki tsi nihatiiérha ne ehtà:ke kahiatón:nion. Aesa'nikonhraién:ta'ne ki tsi nihatiiérha sénha ki' ensa'nikonhraién:ta'ne ne attokhátshera tánon tsi nahò:ten raweíén:te ne aonkwé:tase enhiaio'ténhse.

*lohaté:nion ne 3: Niiorihwá:'a tsi wathró:ris ne A tánon B tsi nenhatí:iere*

	Tsi nenhatí:iere	Ne Tiorí:wa
A Measures	Enhatiri'wí:sake ne kahio'ténhsera aorihwá:ke	Aón:ton ne ieio'tenhserí:saks aióntste ne KETSC raonáwen watirihwateweién:tons aieri'wí:sake kaio'ténhsera aorihwá:ke.
	Enhonwátken'se	Aónton ne eniakóio'ten ahotiién:ta'ne ne ahonwatiíe:nawa'se ne Thótte shakotá:tis.
	Kaio'ténhsera Shakotá:tis	Aónton ne eniakóio'ten aiontshennón:nia'te ne kwató:ken tsi nikaio'tenhseró:ten.
	Aieio'tenhserí:sake enieweíén:ta'ne tsi nenié:iere	Ashakonate'shén:non aiontiá:taren ne tsi ienhnhá'tsherisáktha.
	Eniontatsnié:non tsi entiontáhsawen eniakóio'ten	Aiontateríhon ne ienhnhá'tsherí:saks aiehní:non nahò:ten tenwatenhóntsohwe / iontstha'shón:'a / atsherón:nia aónton ne aiakésake tánon aieio'tenhseratshén:ri.
	Aiontatró:ri ahonwatken'sera ne enhonwaió'tenhse	Aontaiontá:ton ne ienhnhá'tsherí:saks tsi nón:we thonténhnhá's aieri'wisákha oh na'kaio'tenhseró:ten, thénon aonta'iako'nikonhratihéntho tóka ní' aiakóio'tenhseraién:ta'ne.
	Aiontatró:ri tsi nonwéshon niá:ien	Aontaiontá:ton shékon ákte' nónwe niá:ien énska tóka ní' í:si' nónwe taiakothrón:wa'se (tóka' né:ne ashakotinonhsatshénria'se, kaienawa'séhtshera tóka ní' ata'karitáhtshera shakotiiénawá:se, etc.)
B	Tsi eniakoió'ten enionteweíénste	Ashakotiié:nawa'se énska ne kaié:ri nikaio'tenhserá:ke, aiakohiatonhseraién:ta'ne, wa'tiontó:hetste tóka ní' ionterihwaienstakhwa'kó:wa nitiótte (iah kennéka ne óia ohwísta) tóka ní' ahateweiénste tsi enhoió'ten.

	Tsi nenhatí:iere	Ne Tiorí:wa
	Sénha iaionteweiénste nahò:ten ieweién:te	Aón:ton ne iehnhá'tsherí:saks sénha aionteweiénste nahò:ten ó:nen ieweién:te tóka ní' aonsaionteweiénste sénha í:si nón:we taiontóhetste.
	Tsi eniakoió'ten enionteweiénste	Ki tsi nenié:iere enwá:ton ne tsik nón:we ne né ronné:saks nahò:ten ieweién:te, sénha aonsaionteweiénste aiakohiatonhseraién:ta'ne, aiontaterí:hon, tsi nón:wa ní:ioht ne ahronkhátshera, tóhsa thénon naiakoiá:tawen kahiatónhsera karihwahní:rats tsi iakohiatonhserá:ien.

Nia'té:kon nahò:ten iakoweientehtá:on' ne A tánon B tsi nihatiiérha sénha enhotiia'takénhha ne ratiinhá'tsherí:saks ienhón:newe kwah tsi nihotikwé:nion tsi enhotiio'ten. Enwá:ton KETSC enhsheri'wanóntonhse tó: niió:re rotikwé:nion ahotiio'ten. Enwá:ton ní' ó:ni sénhhá's ensheri'wanóntonhse tsi naawen'ne tsi naé:iere. Ktiká:te enwá:ton enhsheri'wanontónhse nahò:ten teiakaó:ien aiakoió'ten nahò:ten waeweiéntéhta'ne ne KETSC.

Tóka' ne iakoió'te iah teiakó:ien tsi nenié:iere tóka' nónwa enhsehre ahsón:ni énska skátne akaónha/raónha. Kahiatón:nion tsi nenié:iere ne lowénhte 10.

### Tsi Niiawénhseron, Ka'shatsténhsera, tánon Tehonathronhwá:se

Ne ronténhnhá's ne Kanesatà:ke shakoti'nikonhraién:ta's ne Kanesata'kehró:nion, tsi niiawénhseron nahò:ten tehonathronhwá:se tánon ne ka'shatsténhsera enthóntka'we tsi enhotiio'ten, ne átste nonkwá:ti ne tsi kanakerahserá:ien khóni' ne thihatí:te rotiió'te ne kanakerahserá:kon iah ne sháka tsi enshakoti'nikonhraién:ta'ne.

Tsi niiawénhseron shahón:newe ne ktihatí:te iakokaronní:on' ne Kanesata'kehró:nion tánon ne akohréhshon ronnonkwehón:we ne tsi niiohón:tša. Aiako'nikonhraién:ta'ne tsi niiawénhseron enwá:ton ne Canada ratiná:kere ahotiio'ten ne aonsaioiá:neren'ne tsi na'tehón:tere. Tsi nihotiiá:tawens ne Kanien'kehá:ka né:ne shahón:newe ne ktihatí:te tiotáhsawen. Ne kanakerahserá:kon ne Kanesatà:ke kwah ronnonhá:a'k tsi nihotiiá'tawénhseron tánon wahotikarón:niá'te óni tsi niiawén:en ne 1990 iah ne sháka téken ne ronatia'ke ronnonkwehón:we. Tsi nónwe wathró:ris nahò:ten thontká:was, KETSC kátats aiakorihón:nien ne ronténhnhá's ne tsi niiawénhseron, ne enkathárahkwe tsi ní:ioht nónwa tánon tewatká:was tsi naiá:wen'ne aonsaioiá:neren'ne ia'tahóntieste ne Kanesata'kehró:nion ne tsi thotiió'ténhstha.

Tsi nihotiiá:tawens ne Kanesata'kehró:nion é:so ne nia'té:kon tsi nitiotierá:ton rotiió'tá:ti tánon tehonathronhwá:se ne ahotiio'ten. Tóka' nónwa enhsheri'wanón:ton oh nontié:ren tsi iah tehotiren'há:on' oh ní:ioht tsi ahontoriá:neron ne kaio'tenhserá:ke, tóka ní' iah tethontatehtákhwa, tehoti'nikonhrháhrha ne raoti'nikón:ra, tánon rónststha ne kanonhkwa'tsherá:ksen. Tóka' nónwa ne watshehnhá'ne énhsehre iah tehó:ien ne

aontahrehtáhkwe tánon énhsehre iah ata'karitáhtshera tei'ó:ien ne nahò:ten raweién:te. Ne kí' kí:ken iah tewateríshions tsi nihotíia'tawénhseron ne Kanesata'kehró:nón tánon ne ronatiohkwá:nen ne Onkwehón:we ne tsi kawé:nonte ne A'nó:wara ratí:teron.

Tsi nihotíia'tawénhseron ne Kanesata'kehró:nón ótia'ke wahatí'shátsten'ne, wahotiianeráhsten kí' tsi wahotíio'ten. Ronteweiénstha ne Kanesata'kehró:nón aonsahóntkwatá:ko, shatíia'tátshon tánon ne tóhka' nihá:ti, tsi ronatotahsonhá:tie tsi nahò:ten tehonatohétstanion. Ronatiohkwá:nen shonteweiénstha ne raotiwén:na tánon shóntstha tsi nihotirihó:ten, skátne shóntons ne lethí'nisténha Ohóntsa tánon iah skatí:nek tetsókste. Tsi shonatkwatákwénhá:tie wahatiweientéhta'ne aonsahontotáhsi ne wahotiianeráhsten. Tsi ní:ioht tsi ronnonnhhétie tánon tsi ní:ioht tsi rontkáthos ne ohontsà:ke enhoianeráhsten kí' ne raténhnhá's. Ne ní' óni, rotira'sé:se tsi ronnon'wéskwani ahontswa'tá:nion, ne iakoiénawá:se tsi tehonatohétstanion ne iohní:ron. Ne kí' kí:ken ka'shatsténhsera enhatí:hawe ne Kanesata'kehró:nón nónen ónhka enhonwaio'ténhse.

Kí tsi níawénhseron tánon tsi nahò:ten tehonatohétstá:nion ne nóntwa aorí:wa ne KETSC ne tkarákwas aóntste ne enhotíio'ten ohén:ton rotohetstahkw nó:nen ahsén:nón enhontia'tó:roke ne Kanesata'kehró:nón raotirihwá:ke.

### Enhontia'tó:roke tsi na'tehón:tere

Kí tsi nenhatí:iere né:ne ahotiianeráhsten ne tsi enhotíio'ten ne Onkwehón:we. Ne wátstha ne KETSC nó:nen skátne enhotíio'ten ne aonkwè:ta. Tsi ensa'nikonhraién:ta'ne tsi níiakwaiérha tánon ne ní' níse áhsatste ne óia ensehsaténhnhá'ne enkaio'tenhserí:io'ne.

Ne enhontia'tó:roke tsi na'tehón:tere ne raononkwè:ta enhontshennonnia'te kí' ne KETSC iakoié:nawase Ms. Tammy Martin iakoten'nikonhrí:son. Ne kí' ne kwah ohén:ton í:kate tsi naié:iere:

- Ohén:ton shei'ónnia't ne sonkwé:ta tánon nahò:ten tehonatenhonts'ó:ni ahsén:nón satia'tó:rok tánon ne kaio'tenhsera.
- Akwé:kon tkaró:ron énhontste tsi nenhatí:iere akwé:kon ahoién:ta'ne ne raononkwè:ta nahò:ten kari'wanón:tha, ahóntste raoti'shatsténhsera, rotiweientehtá:on, tánon tsi nihotikwé:nion.
- Aiako'nikonhraién:ta'ne tsi níiá:wénhseron tánon tehonathronhwá:se, ne tho níiorié:ren tsi iah tehotiianeráhstén:ni.
- Taonsahontatéhtahkwe.
- Éren kahawínton ne kaió'tats thatiniarotáhrhoks ahonwaié:nawa'se ahoianeráhsten ne raononkwè:ta.
- Ronnón:ni ne iontstha'shón:'a tánon tsi nenkaié:ren.

Kari'wanóntha kí' tho naié:iere sénha aie'shátsten'ne tsi aiakoianeráhsten, taontaiontká'we thénon ne akonakerahserá:kon.

Ne saténhnhá's sénha enioiá:neren'ne tsi ensheie:nawa'se tóka' ensa'nikonhraién:ta'ne ne raoká:ra / akoká:ra tsi tehonathronhwá:se, ka'shatsténhsera tánon nahò:ten rotikwé:nion.

Kí tsi nénhshiere enwá:ton kí kwah tsi niaakokwé:nion ne eniesaió'ténhse tánon ne ahsatshennón:nia'te.

Kí ne óia ieskahiá:ton ensaten'nikón:ron tsi nénhshiere ne kaio'ténhsera, tánon ia'tahsheiéste ne ónwa'k taiontáhsawen Kanesata'kehró:non tánon ne ronátia'ke tóka' ne sénha enseniianeráhsten ne í:se tánon ne washéhnha'ne.

## Aierénha tsi ní:ioht ne leia'taktóntie tánon la'tashé:ieste

Tsi kí ní:ioht ne ónwa'k entiontáhsawen, enhsheríhon aierénha ne leia'taktóntie tánon ia'tenhshé:ieste ne ronátia'ke éhnsatste thénon ne aesaié:nawa'se, nahò:ten ne ónen sátstha, aesaié:nawa'se ahsón:ni ne karihwanonwé:on tsi ní:ioht tsi aiakoió'ten ne aonkwé:tase.

### Aiakoió'ten Átste Nonkwá:ti ne Kanesatà:ke

Ne entewanónhton ne enhshéhnha'ne tó: nitiótte tsi ieio'tenhseraienté:ri, aiesaió'ténhse átste' ne akonakerahserá:kon tóka' ne entewatié:renhte ne akte'nón:we ieiakoió'ten / ienhoií'ten. Tóka' e'tho ní:ioht aó:wen kí ohén:ton aontaiontáhsawen aiakoió'ten akarihwanonhwé:on. 4 lothiá:ton – wathró:ris tsi nénhshiere taeseni'nikónhraién:ta'ne. Kí tsi neniá:wen'ne skátne tsi ensewarihwakwatá:ko ne leio'tenhserakwátha Shakotá:tis orihwí:io aón:ton aionnonhtonniónhwe tetsá:ron ne KETSC tánon ne shakóhnha's enshakotié:nawa'se.

*lothiáton 4: Kahiatón:nion tsi neniá:wen'ne*

✓	Tsi Nenhá:iere ne Raténhha's Ohén:ton Aontahontáhsawen Ahotiió'tenthe
	Enhakaén:ion tóka' ken thénon iontstha'són:'a kari'wanón:tha tánon orihwí:io enhrón:ni akahninónhake.
	Sheri'wanón:tons ne eniakoió'ten iakoterién:tare ken oh ní:ioht tsi aióntste ne iontstha'shón:'a.
	Tkaié:ri tsi teniontstikáwha tsi eniakoió'ténhsera.
	leiekwátho tsi nón:we waakoió'ténhsere ohén:ton aontaiontáhsawen.
	Tehontátken ne iakoió'ténhsere tánon ne skáne enhotiió'ten ne eniontaterihón:nien, shakóhnha's, ohén:ton ié:rate, tánon ne Ronténhha's tánon Ronwatirihonnién:ni (HR)
	Shéhrori ka'nón:we nenhonte'seréhtaién, ónhka enhonwatihrhá:reke nónen ienhón:newe, tánon nahò:ten enhotiió'ten ne entewatenhneratié:renhte.
	Tasherihonien ne skátne enhotiió'ten ahonten'nikón:raren nónen skátne rón:ne's sénha ahonwati'nikonhraién:ta'ne ne Kanesata'kehró:non.

### la'tahonwatí:ieste

óka' nónwa enwá:ton enhontsníé:non ne KETSC ahonnón:ni ni ioiá:nere tsi ní:ioht tsi ia'tenhonwatí:ieste ne ne eniesaió'ténhse. Tsi nenhatí:iere tho í:kare ne entewathá:rahkwe ne tóka' iah teierihwaienté:ri ne iesaió'tenhse:re. Ne kí kí aorí:wa, tóka' aó:wen ne ónwa'k entiontáhsawen entehsheiatén:rohste ne roren'há:on' tsi nikaio'tenhseró:ten tóka ni' né:ne



ahorihón:nien. Tóka í:se, ne saténhnhá's sanáktote ahsón:ni tsi ní:ioht tsi ia'tenhshéieste, enhoié:nawa's / eniakoié:nawa'se aiaikoién:ta'ne ne aontaiéséhtahkwe tánon kari:wes tensenirihwaié:na tsi enseniíó'ten. Ne ia'tahonwatí:ieste ne ónwa'k enthatáhsawen tóka nón:wa ónhka'k ne ronténhnhá's tánon ronwatirihonnién:ni (HR) enhonwaiatará:ko ahoié:nawa'se.

Kí ehtà:ke kahiatón:nion entewatka'we tsi nénhshiere aioianeren'ne tsi ia'tenhonwatí:ieste. Enwathró:ri ka' nón:we ne iah orihwí:io teiakón:nis ne aiaikoterientará:ke ne aonkwé:tase. Shatiiá'tátson ne Kanesata'kehró:non rotí:ien nahò:ten ratiweién:te, attokhá:tshera tánon rotiweiientehtá:on. Aonhá:'a enioiá:neren'ne tsi nenkaié:ren ia'tahonwatí:ieste né:ne í:se skátne ne KETSC, ne HR raotinén:ra tánon ne aonkwé:tase watshéhnhá'ne.

*lothiá:ton 5: Aiontsnié:non Aiontoríá:neron la'tahonwatí:ieste*

✓	<b>Aionnionhtonión:ko tsi Aiontoríá:neron e'tho í:kare tsi ní:ioht tsi la'tahonwatí:ieste ne Rotiió'te</b>
	Tontahskaén:ion ne tsi nikaianerenhseró:ten tánon tsi nenkaié:ren.
	Tasátka'wh akwé:kon nahò:ten ia'teiaó:ien ne saio'ténhsera.
	Sewatkenní:sa skátshon ne rotiió'té:nion.
	She'nikonhraientáhten tsi ní:ioht tsi taesewathá:ren ne ahonenhniseren'se, ahotinonhwá:kten, tóka ní' ahatirí'wanón:ton ahontia'tawatstá:na (tóhsa KETSC nienhénse).
	Teserihwáthe't nahò:ten sahrhá:re, tsi nénhshiere, nahò:ten wentá:on' ensáhson tsi nakarihwé:son.
	Són:ni ne kwató:ken tsi na'teká:ron ahtsró:ri ne iáhnha's tsi niiá:wens.
	Tontahskaén:ion ne áhsen nón:we tsi waterihwahserón:ni tánon teserihwa'será:ko ne thé:non kari'wanóntha.
	Tontahskaén:ion oh ní:ioht tsi aienáhne tsi na'kahwistáe'ke wesaió':ten (iah tewatsterísta tóka' ken HR tóka ní' MCK).
	Se'nikonhraientáht tsi ní:ioht tsi aiewennahnó:ten ne tsi wesatká:ria'kse, naho'ténshon tahatirá:ko, tánon tsi niiá:wens ne saio'tén:en aówen tax ne Kanesata'kehró:non raotirihwá:ke. <sup>4</sup>
	Serihwahserón:ni ne aesewatkenní:sa skátne ne iarihonnién:ni / tsatén:ron / iáhnha's / HR, tsi kí' naióhton.
	Shehró:ri tóka' thénon ioterihwahtén:tion ne kanakerahserá:kon sheríhon ne skátne sewaió'te aontahón:ne ahsón:ni ne aonsaioiá:nere'ne tsi na'tesewá:tere.

Entehsátka'we tsi ní:ioht tsi roio'tén:en (ROE) nónen enwatéhsa ne kaio'ténhsera tóka ní' nónen enhatoríshen. Enwate'shennaién:ta'ne akwé:kon aiaikoterián:tara'ne tsi iorihowá:nen

<sup>4</sup> Kanesata'kehró:non ne rotiió'te tánon JON 1E0 ratí:teron, tánon ne kaná:takon Oka iah thaontahatirá:ko ne rotiió'té:nion ratiká:ria'ks tax.

Kanesata'kehró:non ratíteron ne JON 1E0 tánon átste nonkwá:ti iehotiió'te, ne kí' sháka tsi ní:ioht ne ronatiá'ke tsi enhatikária'ke.

se' ne ROE tánon ensahró:ri tsi ní:ioht tsi entehsatka'we ne ROE. Enwá:ton ensatókenhse tóka' ken enwá:ton eniehwistatáhkó ne iah teshotiió'te ronnetáhkwas. Enwá:ton ní' óni enshehró:ri tsi aó:wen taonsahatihthá:ren ne Kaió'ténhsera shakotá:tis.

Ne iotká:te tensewatátken ne KETSC raotínén:ra sénha ki ensaianeráhsten tsi ní:ioht tsi ensaio'ten tsi ki' ní:ioht tsi rotihíá:ton ne tiotierénhton.

## Tsi Naho'ténshon Ká:ien

Tsi naho'ténshon kahiatón:nion ne kénthon iah ki' akwé:kon tekahíá:ton nahò:ten ká:ien ne aón:ton áhsatste. Eniesatátse aiesahshnié:non tsi naho'ténshon kahíá:ton kí: kahiatónhsera.

### Naho'ténshon Kaien ne Kénthon

1. Tsi ki' nahò:ten sahró:ris ki kahiatónhsera, ne KETSC raotínén:ra enwá:ton enietshishnié:non ne í:se tánon ne iáhnha's. Tho í:kare ne aietshiiá'tontháse tánon ahonwatiié:nawa'se ne rotiió'te tsi nikarí:wes eniesaió'ténhse. Nónen iah orihwí:io tehsón:nis, ia'sheiatats ne KETSC.
2. Kahiatón:nion ne lowénhte 9 nón:we naho'ténshon iotká:te ratiri'wanóntha. Tóka' iah tekahíá:ton nahò:ten seri'wísaks, ia'sheiatats ne KETSC.
3. Tsi nihotirihò:ten tóhsa ne aiethárahkwe shakotirihonnién:ni ne KETSC.
4. Tóka' nón:wa enwá:ton eniesahró:ri tsi niió:re enwá:ton ahsherihón:nien tánon í:si nón:we ahonaterientara'ne ne rotiió'te (B Measures).

### Naho'ténshon ká:ien ne átste Nonkwá:te

1. 1. Ne ákte' nón:we ienhotiió'ten enwá:ton ne Iakoiénawá:se Quebec (Service Quebec) enwawénhtate ne kakariáktshera, ne iokwenhrá:ron: <https://www.emploiquebec.gouv.qc.ca/entreprises/recruter/aide-financiere-a-lembauche/> (O'seronni'kehak khok káien). Enwá:ton KETSC eniesahshnié:non enhonnotáhrhoke ne link tsi niká:ien entitsatenrónhwe.
2. Iakoiénawá:se Quebec kátats ne HR shakotihró:ris ne ronténhnha's: <https://www.emploiquebec.gouv.qc.ca/entreprises/gerer-vos-ressources-humaines/> (O'seronni'kehak khok káien).
3. Aesató:kenhse ne shakotiiénawá:se aionteweiénste ne tsi eniakoió'ten Iakoiénawá:se Quebec, sátkens ne: <https://www.emploiquebec.gouv.qc.ca/entreprises/investir-en-formation/> (O'seronni'kehak khok káien).
4. FNHRDCQ tsi níwa ne Quebec ká:ien ne iehiatónhkhwa, tóka' sá:ien ne ákte' nón:we tánon sahská:neks ne skátne aesewaió'ten ne óia kanakeráhsera: [https://www.cdrhpnq-fnhrdcq.ca/files/ugd/4f7b76\\_9de2e3be2a564cb2ae0da6f5be408949.pdf](https://www.cdrhpnq-fnhrdcq.ca/files/ugd/4f7b76_9de2e3be2a564cb2ae0da6f5be408949.pdf)

### Kahiatón:nion ne testiatí:ren tsi Niiá:wens

1. Aonhá:a'k tsi nikakaró:ten ne Kanesatà:ke. Ne kanakerahserá:kon rotikararáhston tsi nihotiiá'tawénhseron tánon watké:ron ne Tsi Ronterihwanónhnha ne Kanien'kéha

Owén:na tánon Cultural Center: <http://www.kanehsatakevoices.com/at-the-woods-edge/>

2. Ne iah tehonnokwehón:we tánon ne rotiió'te enwá:ton enhontshennón:nia'te ki kahiatónhsera ne Commission des droits de la personne et des droits de la jeunesse, ne tekarihwathé:tha ne tsi nihotirihò:ten oká:ra ensahró:ri ne orihwí:io tsi nihotiia'tawénhseron ne Onkwehón:we ne kénthon iohontsá:te:  
<https://www.cdpedj.qc.ca/storage/app/media/publications/AboriginalPeoples.pdf>
3. Ne FHNRDCQ ió:ien ne wathró:ris aontsníe:non aiakóhnhá'ne, ia'tahonwatí:ieste tánon iahontahsón:teren ne Onkwehón:we rotiió'te: [https://www.cdrhpnq-fnhrdcq.ca/files/ugd/4f7b76\\_30549204dcb24abeb81355c4376e2eae.pdf](https://www.cdrhpnq-fnhrdcq.ca/files/ugd/4f7b76_30549204dcb24abeb81355c4376e2eae.pdf)
4. Ionterihwaienstahkhwa'kó:wa roteweiénston ne nahò:ten ká:ien áiontste, roió:te skátne ne Onkwehón:we raotirihwá:ke ratitokenstá:nions ahonnón:ni tsi nahatí:iere ahontsníe:non tsi ní:ioht tsi ia'tahonwatí:ieste ne Onkwehón:we rotiió'te. Ne tiotierénhton tsi kahsaáhton né:ne ia'tahonwatí:ieste ne ronno'kwats thénon ne o'kenhró:kon raotirihwá:ke. Tsi ní:ioht tsi káhsón niatekaió'tenhserá:ke enhontshennón:nia'te: <https://www.editionsifd.com/en/shop/insertion-sociale-et-professionnelle-des-travailleurs-autochtones-11190>

## Tsi lenwatéhsa

Kanesata'kehró:non ionkwahró:ris tsi ken' nihatí:'a tsi ionkwatérién:tare tánon iah tshiekaié:re tsi niwátston ne tsi nakaié:ren ne kaió'ténhsera. Nia'té:kon ratiweién:te, ka'shatsténhsera, tánon thénon aié:son ne sha'táhontste ne raténhnhá's tetsá:ron Kanestà:ke tánon átste ne Kanestà:ke nón:we.

Ne Kanestà:ke Shakotiió'tenhseraienawá:se ká:tats é:so ne kaienawa'sehtshera tetsá:ronhkwe raténhnhá's tánon ne rotiió'te raotirihwá:ke ne Othorè:ke tánon ne aktóntie. Iotateweiennentá:on ne kaió'ténhsera ká:ien aontóntka'we aho'nikonhrá:reke ne raténhnhá's ahanón:we'ne tánon aho'nikonhraién:ta'ne nahò:ten ratiweién:te tsi nihonnonhnhó:ten tánon tsi ní:ioht tsi rontoriá:nerons ne Kanesata'kehró:non.

Kí kahiatón:nion nia'tékon nahò:ten ehoto:kénhse, ehotiién:ta'ne ahontshennón:nia'te ne kakariáktshera tánon ne tsi shakotiiénawá:se tóka' enhonwatíhnhá'ne ne Kanesata'kehró:non. Ne raténhnhá's tóka' énratste ki nahò:ten kahiatón:nion enwá:ton kí' enthátka'we ahoianeráhsten tsi enhoió'ten ne Kanesata'kehró:non tánon ne raténhnhá's enhatshennón:nia'te tsi nahò:ten raweiénten ne enhoió'ten. Nónen ehotiianeráhsten tsi wahotiió'ten, aiá:wens kí' ne raténhnhá's iahatahsónteren ahóhnhá'ne ne Kanesata'kehró:non.

Ne raténhnhá's enwá:ton énratste ne KETSC Kahiatón:nion aoianerénhsera ahotokénhse ne ronataateweiennentá:on ahotiió'ten, ne ki kén:en kahiatón:nion sénha ne orihwí:io nahò:ten ensahró:ri nahò:ten enwá:ton ahotihhrarahtsheraién:take nónen enhowatíhnhá'ne ne Kanesata'kehró:non. Tshieská:te, sénha enho'nikonhraién:ta'ne ne raténhnhá's akwé:kon tsi

nahò:ten ká:ien aiakoié:nawa'se ne KETSC, kanakerahserá:kon tánon oh ní:ioht tsi kwah  
aioiá:neren'ne tsi ahonwatiia'takénhna ne rotiió'te.

# lowenhte 1: C1 Kahiatónhsera

## Employer Application for C1 Funding Assistance



Kanesatake Employment & Training Service Center  
 14-C Joseph Swan Road  
 Kanesatake, QC, J0N 1E0  
 Tel.: (450)479-8373 ext: 301  
 Fax : (450)479-1103  
 E-mail : [ketsc@kanesatake.ca](mailto:ketsc@kanesatake.ca)

**Print Form** **Clear Form**

SECTION A: IDENTIFICATION INFORMATION		
Legal Name of Employer:		Common Name of Employer:
Business Address:		Business Phone:
SECTION B: EMPLOYER TYPE		
Private Sector	Not for Profit Sector	Public Sector
<input type="checkbox"/> Banks	<input type="checkbox"/> Aboriginal not for profit groups	<input type="checkbox"/> Municipal government & agencies
<input type="checkbox"/> Incorporated or unincorporated businesses, bodies	<input type="checkbox"/> Associations of workers and/or employers	<input type="checkbox"/> Public Health
<input type="checkbox"/> Indian Band Corporations	<input type="checkbox"/> Local Community, Charitable	<input type="checkbox"/> Provincial government and agencies
<input type="checkbox"/> Private Band Councils	<input type="checkbox"/> National non-governmental organizations	<input type="checkbox"/> Public community colleges and vocational schools
<input type="checkbox"/> Private Universities and Colleges	<input type="checkbox"/> Not-For-Profit Band Councils	<input type="checkbox"/> Private Universities and Public degree-granting
	<input type="checkbox"/> Provincial/Territorial non-governmental Organizations	<input type="checkbox"/> Public degree-granting universities
	<input type="checkbox"/> Sector Councils	<input type="checkbox"/> Territorial governments
	<input type="checkbox"/> Union	
SECTION C: ORGANIZATION INFORMATION		
Organization has existed since? <input type="text"/>		Number of employees in the organization? <input type="text"/>
What are the main product(s) /service(s) of your organization? <input type="text"/>		
Language of Correspondence		Language of service
<input type="checkbox"/> Kanien'kéha	<input type="checkbox"/> English	<input type="checkbox"/> French
<input type="checkbox"/> Kanien'kéha	<input type="checkbox"/> English	<input type="checkbox"/> French
Worker's Compensation Account Number: <input type="text"/>		Worker's Compensation Rate: <input type="text"/>
SECTION D: DETAILS OF REQUEST		
Give a detailed Job Description for the position(s): <small>Use company letterhead for additional information</small>		
Does this request require training?		If so where? <input type="checkbox"/> on the job <input type="checkbox"/> other, specify:
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Length of time for training: <input type="text"/>

**\*Note: Incomplete forms will not be accepted**

**Employer Application for C1 Funding Assistance**

SECTION E: FUNDING DETAILS				
What are the funding needs for this project:				
<input type="checkbox"/>	Participant Wages	<input type="checkbox"/>	Overhead costs	<input type="checkbox"/>
<input type="checkbox"/>		<input type="checkbox"/>	Transportation	<input type="checkbox"/>
<input type="checkbox"/>		<input type="checkbox"/>	Accommodation	
Other costs, please specify:				
Is the employer contributing to any of the funding request? <input type="checkbox"/> Yes <input type="checkbox"/> No				
What will be paid by the employer?				
<input type="checkbox"/>	Participant Wages	<input type="checkbox"/>	Overhead costs	<input type="checkbox"/>
<input type="checkbox"/>		<input type="checkbox"/>	Transportation	<input type="checkbox"/>
<input type="checkbox"/>		<input type="checkbox"/>	Accommodation	

Employer / Coordinator	
Name (please print)	Position
Client signature	Date

### Employer Application for C1 Funding Assistance

SECTION K: FOR KETSC OFFICE USE ONLY	
Entered into ALMASS on: 2010 01 01	KETSC Representative:
Has client previously accessed KETSC/URBAN funding? Yes <input type="checkbox"/> No <input type="checkbox"/>	
If Yes, what year? _____	What measure? _____
Career Cruising Yes <input type="checkbox"/> No <input type="checkbox"/> Date: 2010 01 01	
Notes:	
Employability/Training Measure	
<input type="checkbox"/> Vocational Training: B1	<input type="checkbox"/> General Academic Upgrading B2
<input type="checkbox"/> On the Job Training: B3	<input type="checkbox"/> Job Creation: C 1
<input type="checkbox"/> Assistance for Self-Employment C2	<input type="checkbox"/> Youth Initiative
Start of Measure:	
<input type="checkbox"/> Fall	<input type="checkbox"/> Winter
<input type="checkbox"/> Spring	<input type="checkbox"/> Summer
_____ KETSC Representative Signature	_____ Date



Kanesatake Employment & Training Service Center  
14-C Joseph Swan Road  
Kanesatake, QC, J0N 1E0  
Tel.:(450)479-8373 ext: 301  
Fax : (450)479-1103  
E-mail : [ketsc@kanesatake.ca](mailto:ketsc@kanesatake.ca)

### **Notes for filling out this file**

1. Click on any form and start typing to enter your information
2. Date fields have a calendar you can use to choose the date. Click on the down arrow that appears when you select the field
3. You may ignore the signature fields to sign them at KETSC offices
4. If you do not know how to fill out a specific field the Employee Counsellor at KETSC will help you complete the form during your appointment with them
5. There is a Print button at the top of this form. Click on it to open the print dialog box to print the document
6. There is a Clear Form button at the top of this form. Click on it to remove ALL the Information you filled in

### **Options for submitting this file before your appointment**

You have multiple options to make your appointment go quicker by filling out this form before your appointment with your employment counsellor, they are as follows:

1. Fill out this form as completely as you can, save the file and email it to [ketsc@kanesatake.ca](mailto:ketsc@kanesatake.ca) using the form title as the subject so the employment counsellor has access to the forms you filled out before your appointment.
2. Fill out this form as completely as you can and print this document and bring it in when you come in for your appointment
3. If you are familiar with Adobe PDF files and Digital signature you may digitally sign your document and email it to [ketsc@kanesatake.ca](mailto:ketsc@kanesatake.ca)

If you require additional help with Adobe PDF or would like to learn more, you can click on the following link.

<https://helpx.adobe.com/ca/acrobat/using/filling-pdf-forms.html>



## lowenhte 2: Taontaiekétsko Kahiatónhsera

1. IDENTIFICATION		
Name/Nom:		First Name/Prénom:
Nation:		Community:
Address/Adresse:		
City/Ville:	Province:	Postal Code/Code Postal:
Telephone/Téléphone:		Email/Courriel:

### 2. Reason for appealing:/Raison d'appel


### 3. Relevant sections of guidelines/Référence Pertinent du guide


Applicant's signature/Signature du requérant	Date
--	------

### lowenhte 3: Akenhnhà:ke Aiakoió'ten Kahiatónhsera

Part A - EMPLOYER INFORMATION - <i>To be completed by applicant</i>		
		(NEQ):
13. Legal Name of Employer:		
4. Common Name of Employer:	5. Telephone:	6. Fax:
<input type="checkbox"/>	<input type="checkbox"/>	
7- Status of Organization:                      Not for Profit Organization                      Private sector Organization		
8. Name of Contact person:	9. Email Address:	
10. Organization existed since: (YY/MM/DD)	11. What is the main product or service of your organization?	12. # of employees
13. Service Language: <input type="checkbox"/> English <input type="checkbox"/> French                      Correspondence: <input type="checkbox"/> English <input type="checkbox"/> French		
14. Mailing address:		
15. Address of Summer Work Placement Program activity:		
16. Other funding - Has the employer, or will the employer apply for other funding for any of the jobs in this application? <input type="checkbox"/> No <input type="checkbox"/> Yes If yes, please specify:		
17. Workers Compensation (if applicable) Account number: _____ Rate: _____  Other Insurance (if applicable) Insurance Name: _____ Policy Number _____		
Part B - JOB TITLES AND RESPONSIBILITIES - <i>To be completed by applicant.</i>		
Please attach a job description and/or project activities. Add additional sheets if necessary. If you intend of hiring a Student or individual with a disability, please indicate so in the tasks and responsibilities of the job description.		
20. Name of supervisor and or Mentor and Title:		21. Phone number:
22. Describe how health & safety will be promoted in the workplace:		
23. Please indicate below the level of education suitable for this job: <input type="checkbox"/> High School <input type="checkbox"/> Cegep <input type="checkbox"/> University <input type="checkbox"/> Other		
24. Job title II:		25. Wage rate per hour:
26. Name of supervisor and or Mentor and Job Title:		27. Phone number:
28. Describe how health & safety will be promoted in the workplace:		
29. Please indicate below the level of education suitable for this job: <input type="checkbox"/> High School <input type="checkbox"/> Cegep <input type="checkbox"/> University <input type="checkbox"/> Other		
30. Job title III		31. Wage rate per hour:
32. Name of supervisor and or Mentor and Job title:		33. Phone Number:
34. Describe how health & safety will be promoted in the workplace:		
35. Please indicate below the level of education suitable for this job:  <input type="checkbox"/> High School <input type="checkbox"/> Cegep <input type="checkbox"/> University <input type="checkbox"/> Other		

CALCULATION OF EMPLOYER'S TOTAL COST, INCLUDING CONTRIBUTION REQUESTED						
	# positions	Date	# Weeks	per week 30	hours	rate paid to individual
Total						

The Kanesatake Employment and Training Service Center and the Employer agree that, upon approval of the employer's application, the Employer will provide work for the number of hours per week and the number of weeks approved by KETSC.

Please be reminded that no late applications will be accepted after the deadline of December 16, 2022. All documents (i.e., job description) required must be submitted with application for processing. Tentative start dates are High school - July 3, 2023, Cegep/University, and individuals 15-30 yrs. could start in May of 2023.

**\*Dates are subject to change by KETSC.**

37. Signature of Employer/Supervisor:
Name (Print):
Title:
Date CYY/MM/ooi:

# lowenhte 4: Áhsen Niiorí:wake Karihwanonhwé:on

## TRIPARTITE AGREEMENT

### Measure – Job Creation Initiative (C1)

#### BETWEEN

**(Blank)**, having its office at **(ADDRESS)**, as represented by **(Name of responsible person)**, and hereinafter referred to as the **Entrepreneur**.

#### AND

**(Name of Employee)** residing at **(ADDRESS)**, having completed employment counselling with the Local Nation Commission of Kanesatake, hereinafter referred to as the **Participant**.

#### AND

The Local First Nations Commission of Kanesatake, having its offices at **14C Joseph Swan road, Kanesatake, Québec, J0N 1E0**, as represented by Michelle Lamouche and hereinafter referred to as the **ETSC**.

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<b>Title of training:</b>	<b>POSITION</b>
<b>Duration of activity:</b>	<b><u>From DATE TO DATE: (52wks).</u></b>
<b>Objective of C1 measure:</b>	The purpose of this measure is to offer <b>(Participant)</b> the opportunity to acquire work experience with <b>(ENTREPRENEUR)</b> while receiving supervision from _____. It also aims at providing access to personal and vocational development programs, job skills development and work experience by taking part in projects, workshops, etc.
<b>Objective(s) of participant:</b>	<b>After receiving this employment training experience. The participant will have gained some experience in the field related to (THEIR JOB).</b>

The **ETSC** agrees to pay the costs related to the **Agreement** according to the terms and conditions described here-below:

#### **OBLIGATIONS OF THE ENTREPRENEUR AND ETSC (KETSC)**

The **Entrepreneur** agrees to respect the objectives related to the employment measure throughout the duration here-below.

As part of the **Agreement**, the **Entrepreneur** is committed to mentor and supervise the **participant** in the position of **(TITLE OF THE POSITION)** and to respect the specific duties described in the job description.

The **participant** will work **(35)** hours per week.

In compliance with governing labour standards, and taking into account the funding of the **FNHRDCQ**, the **Entrepreneur** agrees to ensure adequate direction and supervision to this **participant**.

The **ETSC** is committed to make all payments and all mandatory related cost deductions required by law with respect to the **participant** situation.

At the request of the **ETSC** and whenever deemed reasonable, the **Entrepreneur** must permit the **ETSC** to enter his establishment for the purpose of monitoring and inspecting the project.

The **Entrepreneur** also accepts to submit a written notice if, for any reason, the participant quits or must withdraw from the measure during the course of the project.

In case of a disciplinary measure for the **participant**, the **ETSC** with the **Entrepreneur** must ensure that the following sequence is respected: verbal reprimand, written reprimand, temporary suspension without pay, and finally dismissal.

The **ETSC** agrees to pay wages or allowance to the **participant**. In order to receive payments in compliance with the present **Agreement**, the **Entrepreneur** must submit all pertinent documents (timesheets) and necessary supporting documents to the **ETSC**.

The **ETSC** is committed to issuing federal and provincial income tax forms to the **participant** who received salaries, according to the provisions of the Taxation Act.

#### **OBLIGATIONS OF THE PARTICIPANT**

The **Participant** must inform the **ETSC** of all types of income that he/she receives or that he/she expects to receive during the course of the training.

The **Participant** agrees to carry out the duties described in the job description. The **Participant** shall undertake to fulfill the objectives as described in the action plan established with his/her employment counselor.

The **Participant** will maintain communication with his/her **ETSC** to ensure adequate follow-up and monitoring.

The **Participant** agrees to respect all policies, procedures, decisions and instructions established by the **ETSC** or the **Entrepreneur**.

The **Participant** has the responsibility of informing the **ETSC** of any changes where he/she is involved and which may compromise the realization of his/her project.

#### **OBLIGATIONS OF THE ETSC**

The **ETSC** agrees to support the **Participant** in reaching the objectives of his/her action plan and ensures satisfactory monitoring.

The **ETSC** agrees to pay the approved amounts to the **Participant** in conformity with the present agreement.

# FUNDING CONTRACT KETSC (2994)

## PROJECT TITLE: C1) Job Creation

<b>Participant name :</b>	<b>Employment Title :</b>	<b>Project number :</b>
<b>Social Insurance Number :</b>	<b>Employer :</b>	<b>Activity Period</b>
		<b>Start date :</b>
		<b>End date :</b>
<b>Address :</b>	<b>Address :</b>	
<b>Phone Number :</b>	<b>Phone Number :</b>	<b>Contract Status</b>
		Original <input checked="" type="checkbox"/>
		Amendment <input type="checkbox"/>
<b>Total Training Costs</b>	<b>Amounts</b>	<b>Notes</b>

- When the participant receives allowance according to “Part 2” of the Employment-Allowance Act, he/she is not eligible to fringe benefit if he/she is active claimant.
- KETSC shall contribute up to a maximum of ~~\$0.00-~~.

### Schedule of payments:

The ETSC is committed to pay the **Participant** on a bi-weekly basis according to the submitted timesheets.

## **GENERAL CONDITIONS**

The amount of non-justified advances (payments made by error, overpayments and non-eligible amounts) shall be paid forthwith to the **ETSC** upon receipt of notice. Should the **participant** fail to reimburse, such an amount shall be recognized as being a debt due to the **ETSC**.

The **Entrepreneur** shall indemnify and save harmless the **ETSC** from and against all claims, losses, damages costs and expenses related to any illness, injury or death of a person, or loss or damage to property caused or alleged to be caused by the employer or his servants or agents in carrying out the activities described in the present **Agreement**.

Upon termination of the **Agreement**, the **ETSC** shall cease to have any obligation to make further contributions to the **Entrepreneur** and/or to the **Participant** in respect of costs incurred by the **Entrepreneur** and the **Participant** after the end date of the present **Agreement**. In addition, the amount of any unexpended advance shall be paid forthwith to the **ETSC** upon receipt of notice. Should the **Entrepreneur** and/or the **Participant** fail to reimburse, such an amount shall be recognized as being a debt due to the **ETSC**.

In case of default, the **ETSC** may apply one of the following measures: upon advance notice, the **ETSC** may suspend its obligations to make contributions or to continue to make contributions for the **participant's** activities, including its obligations to pay an amount due before the date of the advance notice until the **Entrepreneur** rectifies the circumstances causing the default or, upon advance notice, the **ETSC** may immediately end the **Agreement**. After termination, the **ETSC** will no longer be obliged to contribute to the costs of the employment measure nor to pay any amount due before the date of the termination of the **Agreement**.

Cases of default include receivership orders, bankruptcy, insolvency, winding up order, dissolution of the **Entrepreneur**, or if the **Entrepreneur** derogates from any commitment or obligation under the **Agreement** or he presents false declarations, false supporting documents or false reports.

To be valid, any amendment to this **Agreement** or waiver of its terms and provisions shall be presented in writing beforehand.

This **Agreement** shall not be assigned by the **Entrepreneur** in whole or in part without the prior written consent of the **ETSC** and any assignment made without that consent is void and of no effect.

The payment of the contributions described in this **Agreement** is conditional to the availability of funds that **Canada** is committed to paying to the AFNQL. These payments may be cancelled or reduced if **Canada** decides to end, reduce, or not renew its funding.

**MUTUAL OBLIGATIONS**

All the signatories of the present **Agreement** agree to exchange all information relevant to ensuring the success of this initiative.

In witness thereof, all concerned parties have, through their authorized representatives, signed the present **Agreement** in triplicate copies on **(Date)**\_\_\_\_\_

**ETSC:**

_____	_____
<b>(Name), ETSC</b>	<b>Date</b>

**ENTREPRENEUR:**

_____	_____
<b>(Name), Position</b>	<b>Date</b>

**PARTICIPANT:**

_____	_____
<b>(Name),</b>	<b>Date</b>



# lowenhte 5: MCK tsi Na'kahwistá:e'ke Wesaió:ten



## Tsi ni Kahwistá:eks/Time Sheet

Kahsén:na/Name: \_\_\_\_\_

Tsi Nón:we/Dept: \_\_\_\_\_

Iakoió'te tsi Niiothia:ton/Employee Number: \_\_\_\_\_

Ehritá:Örsers MONTH / YEAR	Awentá:kenhtike SUN	Awentatawén:ke MON	Ratironhia'kehronon:ke TUES	Soséhne WED	Karistiáhne THURS	Ronwaia'tanentaktóhne FRI	Entákta SAT	Tsiá:ron TOTAL	Ehritá:Örsers MONTH / YEAR	Awentá:kenhtike SUN	Awentatawén:ke MON	Ratironhia'kehronon:ke TUES	Soséhne WED	Karistiáhne THURS	Ronwaia'tanentaktóhne FRI	Entákta SAT	Tsiá:ron TOTAL			
																		PERS. USED		
																			SICK USED	
																			OT GAINED	
																			OT USED	
																			VAC. USED	
																			STAT. HOL.	
																			OTHER	
																			TOTAL HRS WORKED	

Tkaró:ron kahwistá:eks enwatkária'ke/Total payable hours

FINANCE DEPARTMENT ONLY - OT HOURS PAID

Tkaró:ron kahwistá:eks enwatkária'ke/Total payable hours

FINANCE DEPARTMENT ONLY - OT HOURS PAID

Iotatén:ron/Balances

S/P	OT	VAC

Iotatén:ron/Balances

S/P	OT	VAC

### Sató:kenhs/NOTES Week 1

Awentatokenhtike/Sunday: \_\_\_\_\_

Awentatawén:ke/Monday: \_\_\_\_\_

Ratironhia'kehronon:ke/Tuesday: \_\_\_\_\_

Soséhne/Wednesday: \_\_\_\_\_

Karistiáhne/Thursday: \_\_\_\_\_

Ronwaia'tanentaktóhne/Friday: \_\_\_\_\_

Entákta/Saturday: \_\_\_\_\_

PRE-AUTHORIZED OT


### Sató:kenhs/NOTES Week 2

Awentatokenhtike/Sunday: \_\_\_\_\_

Awentatawén:ke/Monday: \_\_\_\_\_

Ratironhia'kehronon:ke/Tuesday: \_\_\_\_\_

Soséhne/Wednesday: \_\_\_\_\_

Karistiáhne/Thursday: \_\_\_\_\_

Ronwaia'tanentaktóhne/Friday: \_\_\_\_\_

Entákta/Saturday: \_\_\_\_\_

PRE-AUTHORIZED OT


(Iako)/(Ro)ió'te /Employee Signature

**\*SEWATHÓN:TEK\*** Ne watatshén:naren kaio'ténhsersa tsi nikahwistá:eks wentá:'on ienkaién:take tsi tetionhwistanónhna ne 9:00am Awentatawén:ke (toká iah ó:ia té:iot tsi tekahia:ton ne tsi watkária'ks iakenhni'tahshetá:tha, Ohén:ton lé:iete tsi saió'te iéhawe) Toká' iah tháshion'te tsi nioterihwi:son, toká' ni iáh tetkaie:ri tsi saná:non, enwá:ton ki'ne iáh thaesatkária'kse. **\*WARNING\*** APPROVED timesheets must be submitted by all departments to Finance on Mondays by 9:00AM (unless otherwise specified on the Payroll Calendar, available from your program director).

Iakoka'enlónhon Verified
Iakorihwanonhwe: 'on Approved

# lowenhte 6: Tsi Nénhshiere Ahsenáhne tsi Na'kahwistá:e'ke Wesaió:ten MCK



## Tsi ni Kahwistá:'eks/Time Sheet - Timesheet Guide for Summer Students SCP 2021

Everything in red is an example of how to fill in your timesheet - You will use black text or pen

Kahsén:na/Name: \_\_\_\_\_ Print Your Name

Tsi Nón:we/Dept: \_\_\_\_\_ Name of Workplace

Timesheets are submitted to your employer every two weeks - Enter time worked every day

lakoi'te tsi Nliothíá:ton/Employee Number: \_\_\_\_\_ (On your paystub)

Month/Year is important!																			
MONTH / YEAR	SUN	MON	TUES	WED	THURS	FRI	SAT	PERS. USED	TOTAL	MONTH / YEAR	SUN	MON	TUES	WED	THURS	FRI	SAT	PERS. USED	TOTAL
June/July 2021	27	28	29	30	1	2	3	PERS. USED		Jul-21	4	5	6	7	8	9	10	PERS. USED	
Ro/lotawéiá:ton In		8:00			Statutory Holiday			SICK USED		Ro/lotawéiá:ton In							SICK USED		
Ro/lotakén:'en Out		12:00						OT GAINED		Ro/lotakén:'en Out								OT GAINED	
Ro/lotawéiá:ton In		13:00						OT USED		Ro/lotawéiá:ton In								OT USED	
Ro/lotakén:'en Out		15:00						VAC. USED		Ro/lotakén:'en Out								VAC. USED	
Ro/lotawéiá:ton In								STAT. HOL.	6	Ro/lotawéiá:ton In								STAT. HOL.	
Ro/lotakén:'en Out								OTHER		Ro/lotakén:'en Out								OTHER	
Kahwistá:'eks kalo'tén:en Hours Worked					leave blank			TOTAL HRS WORKED	24	Kahwistá:'eks kalo'tén:en Hours Worked							TOTAL HRS WORKED		

SCP Leave of absence: Entitled to a day and a quarter after 30 days work. Calculated by the actual number of hours worked.

Please enter the time you started work in the morning and lunch break and time returned to work from lunch and time your day ended. There is also room for those whose hours are stretched out over the day. Add up your hours and enter the total in Hours Worked for each day. Then enter the total for the week in Total HRS Worked. Do the same for the following week.

Iotatén:ron/Balances

S/P	OT	VAC
-----	----	-----

Kahwistá:'eks enwatkária'ke/Total payable hours  
FINANCE DEPARTMENT ONLY - OT HOURS PAID

Iotatén:ron/Balances

S/P	OT	VAC
-----	----	-----

Tkaró:ron kahwistá:'eks enwatkária'ke/Total payable hours  
FINANCE DEPARTMENT ONLY - OT HOURS PAID

### Sató:kenhs/NOTES Week 1

Awentatokenthike/Sunday: \_\_\_\_\_  
 Awentatawén:ke/Monday: \_\_\_\_\_  
 Ratironhia'kehronon:ke/Tuesday: \_\_\_\_\_  
 Soséhne/Wednesday: \_\_\_\_\_  
 Karistíáhne/Thursday: \_\_\_\_\_  
 Ronwáia'tanentakónhne/Friday: \_\_\_\_\_  
 Entákta/Saturday: \_\_\_\_\_

### PRE-AUTHORIZED OT


### Sató:kenhs/NOTES Week 2

Awentatokenthike/Sunday: \_\_\_\_\_  
 Awentatawén:ke/Monday: \_\_\_\_\_  
 Ratironhia'kehronon:ke/Tuesday: \_\_\_\_\_  
 Soséhne/Wednesday: \_\_\_\_\_  
 Karistíáhne/Thursday: \_\_\_\_\_  
 Ronwáia'tanentakónhne/Friday: \_\_\_\_\_  
 Entákta/Saturday: \_\_\_\_\_

### PRE-AUTHORIZED OT


Submit your timesheet to your Employer who will initial your whole timesheet here.

The KETSC Manager will verify then approve your timesheet here.

Iakoka'eníoníon Verified
Iakoríwanoníwé:ton Approved

*Your Signature*  
 (lako)/(Ro)ó'te /Employee Signature

**\*SEWATHÓN:TEK\*** Ne watatshén:naren kalo'ténhsera tsi nikahwistá:'eks wentá:'on ienkaíén:take tsi tetionthwistanónhna ne 9:00am Awentatawén:ke (toká iah ó:ia tsi tekahíá:ton ne tsi watkária'ks lakenhni'tahshetá:tha, Ohén:ton lé:iete tsi saió'te íéhawe) Toká'iah tháhshion'te tsi nioterihwi:son, toká'ni íáh tetkaíé:ri tsi saná:non enwá:ton ki'ne íáh thaesatkária'kse. **\*WARNING\*** APPROVED timesheets must be submitted by all departments to Finance on Mondays by 9:00AM (unless otherwise specified on the Payroll Calendar, available from your program director),

**Employment and Training  
C1 Client Registration  
Form**


Kanesatake Employment & Training Service Center  
14-C Joseph Swan Road  
Kanesatake, QC, J0N 1E0  
Tel.:(450)479-8373 ext: 301  
Fax : (450)479-1103  
E-mail : ketsc@kanesatake.ca

**SECTION A: PERSONAL INFORMATION**

First Name:		Last Name:	
Kanien'kéha Name:		Middle Name:	
Sex	Male <input type="checkbox"/>	Female <input type="checkbox"/>	Date of Birth: 2010 01 01 (yyyy/mm/dd)
Full Address			
Social Insurance Number: - -		10-Digit Band Number:	
Phone Number (Home): - -		Email Address:	
Phone Number (Cell): - -		Mother's Full Name:	
Phone Number (Work): - -		Father's Full Name:	
Marital Status:	Single <input type="checkbox"/>	Married <input type="checkbox"/>	Common Law <input type="checkbox"/>
	Divorced <input type="checkbox"/>	Separated <input type="checkbox"/>	Widowed <input type="checkbox"/>
Spouse's Full Name:		Is your spouse employed? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Name of Spouse's Employer:		Number of hours per week employed:	
Do you have a valid Driver's License? Yes <input type="checkbox"/> No <input type="checkbox"/>		Do you own your own transportation? Yes <input type="checkbox"/> No <input type="checkbox"/>	

**TYPE OF LICENSE**

<input type="checkbox"/> Class 1 (All heavy vehicles)	<input type="checkbox"/> Class 2 (Bus with more than 24 passengers)
<input type="checkbox"/> Class 3 (Truck over 4500 kg with 2 axels or any truck with 3 or more axels)	<input type="checkbox"/> Class 4A (Emergency vehicles)
<input type="checkbox"/> Class 4B (Buss or minibus with 24 passengers or less)	<input type="checkbox"/> Class 4C (Taxi)
<input type="checkbox"/> Class 5 (Vehicle under 4500 kg with 2 axels – Standard license)	<input type="checkbox"/> Learner's Permit

Languages: Check and rate your abilities on a scale of 1 – 5 (1 = poor; 5 = fluent)

Language(s) Spoken:	<input type="checkbox"/> Kanien'kéha	<input type="checkbox"/> English	<input type="checkbox"/> French
Language(s) Written:	<input type="checkbox"/> Kanien'kéha	<input type="checkbox"/> English	<input type="checkbox"/> French
Language(s) Read:	<input type="checkbox"/> Kanien'kéha	<input type="checkbox"/> English	<input type="checkbox"/> French
Language of desired correspondence:	<input type="checkbox"/> English	<input type="checkbox"/> French	

**SECTION B: ACADEMIC HISTORY**

High School Attended	Level/Grade Completed	Diploma Granted?	Last Year Attended
		Yes <input type="checkbox"/> No <input type="checkbox"/>	
Post-Secondary Schooling	Program/Concentration	Diploma /Certificate Granted?	Last Year Attended
		Yes <input type="checkbox"/> No <input type="checkbox"/>	
Vocational Schooling	Program	Diploma/Attestation Granted?	Last Year Attended
		Yes <input type="checkbox"/> No <input type="checkbox"/>	

**SECTION C: INCOME**

Are you currently employed? Yes <input type="checkbox"/> No <input type="checkbox"/>		Name of Employer:	
Employer's Address:		Employer's Number: - -	
Full time (30hrs or more) <input type="checkbox"/>		Part-time (less than 30 hrs) <input type="checkbox"/> Self-employed Yes <input type="checkbox"/> No <input type="checkbox"/>	
Other sources of income:	Employment Insurance <input type="checkbox"/>	Former Employer's Pension <input type="checkbox"/>	
	Quebec Pension Plan <input type="checkbox"/>	Canada Pension Plan <input type="checkbox"/>	
	Société de l'Assurance Automobile du Québec (SAAQ) <input type="checkbox"/>		
	Commission des normes, de l'équité, de la santé et de la sécurité du travail(CNESST) <input type="checkbox"/>		
	Kanesatake Social Assistance <input type="checkbox"/>	Veteran's Pension/Allowance <input type="checkbox"/>	

## Employment and Training C1 Client Registration Form

SECTION D: EMPLOYABILITY			
Are you available for work? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please specify:			
Full time <input type="checkbox"/>	Part time <input type="checkbox"/>	Day shift <input type="checkbox"/>	Evening shift <input type="checkbox"/> Night shift <input type="checkbox"/>
Employment Title: _____			
For this employment I have:		Experience <input type="checkbox"/>	Training <input type="checkbox"/> Desired Salary: _____
List any other additional training or certification: _____			
Do you identify with any sort of disability (physical, mental, learning)? Yes <input type="checkbox"/> No <input type="checkbox"/>			
Explain: _____			
Please indicate which areas you are ready to work			
Kanesatake <input type="checkbox"/>		Surrounding area of Kanesatake, (Deux-Montagnes, St-Eustache, etc.) <input type="checkbox"/>	
Laval <input type="checkbox"/>	Montreal <input type="checkbox"/>	Other, please specify: _____	
Have you recently taken steps to look for employment?		Yes <input type="checkbox"/>	No <input type="checkbox"/>
If yes, please specify: _____			
SECTION E: EMPLOYMENT HISTORY			
Name of Employer	Occupation/Job Title	Dates of Employment (yyyy-mm-dd)	
		2021 01 01 to 2021 01 01	
		2021 01 01 to 2021 01 01	
		2021 01 01 to 2021 01 01	
Reasons you are no longer employed:			
End of contract/Work shortage <input type="checkbox"/>	Change of employment <input type="checkbox"/>	Maternity leave <input type="checkbox"/>	
Health issues <input type="checkbox"/>	Company closure <input type="checkbox"/>	Voluntary leave <input type="checkbox"/>	
Dismissal <input type="checkbox"/>	Other <i>please specify</i> : _____		
SECTION F: DOCUMENTS REQUIRED			
Copies of the following documents			
<ul style="list-style-type: none"> <li>• Band card</li> <li>• Birth certificate</li> <li>• Social Insurance Number(SIN)</li> <li>• School transcript (Most recent)</li> <li>• Cheque specimen for direct deposit</li> <li>• Proof of residency</li> <li>• Drivers license (If applicable)</li> <li>• Proof of Other Income</li> </ul>			
SECTION G: ADDITIONAL INFORMATION			
<i>In order to allow KETSC to meet your particular needs in assisting you please answer the following :</i>			
Do you have a criminal record or have you ever been convicted of a criminal offence for which you have been granted a pardon and such pardon has been revoked? Yes <input type="checkbox"/> No <input type="checkbox"/>			
SECTION H: WHAT SERVICES ARE YOU REQUESTING OF KHRO			
<input type="checkbox"/> Looking for employment and help with job searching.		<input type="checkbox"/> Wish to attend an academic program.	
<input type="checkbox"/> Seeking help and advice for resume writing, cover letter writing, program information, etc.		<input type="checkbox"/> Wish to attend a vocational program.	
<input type="checkbox"/> Was referred by another organization.		Name of program I wish to attend: _____	
Name of School I wish to attend: _____		<input type="checkbox"/> Other: _____	

**\*Note: Incomplete forms will not be accepted**

## Employment and Training C1 Client Registration Form

### SECTION I: DECLARATION

PROTECTED WHEN COMPLETED

I hereby agree that any and all information provided herein to the **Kanesatake Employment and Training Service Center** can be shared and discussed with the MCK Social Development Program, the Membership Department, the Kanehsatake Education Centre, the First Nations Human Resource Development Commission of Quebec, or any school I wish to attend, for the purpose of verification of information; determining program/funding eligibility, to aid in statistical analysis and program design. I hereby declare that all the information provided to the **Kanesatake Employment and Training Service Center** is accurate and true to the best of my knowledge. I am aware that providing false information may result in the suspension or loss of financial assistance, benefits, and/or service from the **Kanesatake Employment and Training Service Center**.

Client Initials

Client Signature:

Date:

## lowenhte 8: Akwékon Kahiatón:nion Nahò:ten Ratí:tats ne KETSC

Measures	Sub-Measures	Interventions
A. Support and Guidance	A1: Labour Market Information  A2: Professional Resources	<p><b>Career Research and Exploration</b> Computers made available to clients for writing and for accessing the internet</p> <p><b>Diagnostic Assessment</b> Professional Guidance Counselors.</p> <p><b>Employment Counseling</b> Career counseling.</p> <p><b>Job Search Preparation Strategies</b> Job Finding Clubs.</p> <p><b>Job Starts Supports</b> Purchase work equipment/clothing/transportation for the client in order to seek and attain employment.</p> <p><b>Employer Referral</b> Refer a client to an employer to seek information about the company, occupation of interest or employment opportunity.</p> <p><b>Referral to Agencies</b> Refer a client to another responsible agency to address one or more employment barriers (social housing services, social or health services, etc.</p>
B. Training	B1: Professional Training  B2: Academic upgrading	<p><b>Occupational Skills Training – Certificate</b> Vocational training diplomas for non-apprenticeship professions/trades such as bookkeeping, cooking, etc.</p> <p><b>Occupational Skills Training – University Degree</b> Use this measure for degrees granted by recognized universities, such as Bachelor’s, Master’s, Doctorate.</p> <p><b>Occupational Skills Training – Apprenticeship</b> Diploma of Vocational Studies (DVS): such as carpentry, plumbing, etc.</p> <p><b>Occupational Skills Training – Diploma</b> Attestations/diplomas granted by provincially recognized public or private institutes.</p> <p><b>Skills Development- Essential Skills</b> Essential skills and literacy programs.</p> <p><b>Skills Development – Academic Upgrading</b> Adult Education courses to acquire pre-requisites.</p> <p><b>Occupational Skills Training – Industry Recognized</b> Courses, licenses, certifications, permits, and attestations, such as Language courses, Safety Courses, etc</p>
C. Employability	C1: Job Creation Initiative  C2: Self-Employment Assistance	<p><b>Work Experience - Job Creation Partnerships</b> To provide participant wage subsidy to provide employment experience.</p> <p><b>Work Experience - Wage Subsidy</b> To provide a wage subsidy to encourage employers and businesses to hire clients to acquire direct work experience.</p> <p><b>Work Experience – Student Employment</b> Provide a wage subsidy for students to acquire relevant work experience.</p> <p><b>Employment Retention Supports</b> To help employed clients keep their jobs, example: work boots, equipment, etc.</p> <p><b>Self-Employment</b> Participant allowance, entrepreneurial training, marketing, business plan, etc.</p>

## lowenhte 9: FAQs

Q: I already have a Kanesatake'ro:non in mind that I'd like to hire. May I still apply for a C1 measure?

A: Yes, as long as the person is:

- On MCK's membership list
- Lives within JON 1E0
- Has low income, receives employment insurance, or social assistance.

---

Q: I am a private business, outside of Kanesatake. Can I apply for a C1 measure?

A: Yes, as long as you meet eligibility criteria, you may apply for a wage subsidy and receive up to 50% of the wage subsidy.

---

Q: Sometimes my employees have to work overtime. Is this amount reimbursed?

A: No, the wage subsidy only covers up to 40 hours of work per week.

---

Q: I have already received funding for a KETSC client. Can I apply for another C1 measure this year?

A: Yes, as long as you meet eligibility criteria, the position has not previously been funded, funds are available, and the KETSC Committee approves your request.

---

Q: I have signed a Tripartite Agreement and MCK pays my employee. Which policies apply to my employee?

A: Your internal policies apply to all employees you hire through KETSC, regardless of who pays them. The only exception is submitting a timesheet. Your employee must use the MCK timesheet and respect MCK procedures and deadlines.

---

Q: One of my employees is going on parental leave for eight months. Can I hire someone on a measure to replace the employee?

A: No, KETSC's clients are not meant to replace any of your current employees or lead to the dismissal of current employees.

---

Q: My employees are part of a union. Will you reimburse union dues?

A: No, union dues, contributions to pension plans, retirement plans and life insurance, and administrative costs payable by the employer and/or the employee are not covered by these measures.

---

Q: I need very specialized workers. Can you help?

A: If you are approved for a measure, we can help you distribute your job posting in our network to help you find the right person with the right skills. Who you decide to hire is up to you.

---

Q: At my company, we work 40 hours per week. Will this be a problem if the employee is on MCK payroll?

---

---

A: We will cover 40 hours of week at minimum wage. MCK employees usually work 35 hours per week and this may cause some confusion for your new employee. However, it is a good opportunity to remind your employee that your policies and procedures apply, and not those of MCK.

---

Q: I hired someone on a measure, but it is not working out. What should I do?

A: Communicate with KETSC. They will offer you several options. Ultimately, you are the employer and can decide to terminate an employee's contract. However, communicating with KETSC first may facilitate the transition.

---

Q: This week's timesheet must be submitted before the work week is over. How do I ask my employee to submit it?

A: This will happen occasionally when there is a statutory holiday or other MCK closure. We ask that you complete the timesheet as though it were a regular day and track any changes. You can reflect the changes on the next timesheet to make sure your employee is neither overpaid or underpaid.

---

Q: I noticed there are measures for entrepreneurs. I am an entrepreneur in Kaneshatake, may I access more measures?

A: Yes, it is likely you are eligible for more support from KETSC. Call us to find out how we can help.

---

Q: I suspect the employee I hired may have learning difficulties. Can you help?

A: Yes, KETSC offers measures to have adults undergo a psycho-educational assessment. Your employee may be eligible; have them contact us.

---

Q: I have to discipline my employee because they disrespect some of our internal policies. What do I do?

A: You may call KETSC for support or to inform them of the measures you will take. You may provide your employee with feedback and consequences, if you feel you do not need support from KETSC.

---

Q: My experience with my employee has been so positive, but I do not currently have the funds to hire her. Can KETSC help?

A: There is a possibility to renew your project. However, the KETSC Committee must agree and there must be sufficient funds to do so.

---

Q: How do I communicate with KETSC?

A: You can call, email, or drop by. The KETSC team is at your service, and we encourage ongoing communication with our employers.

---



lowenhte 10: Tsi Ní:ioht tsi Enhotiió'ten

<b>Personal Action Plan</b>	
<b>Name:</b>	<b>Date:</b>

<b>Goal 1:</b>	
<b>Goal 2</b>	
<b>Goal 3</b>	
<b>Goal 4</b>	

<b>ACTION STEPS:</b>	<b>BEGINNING DATE:</b>	<b>PROJECTED END DATE:</b>
Goal 1		

Goal 2		

Goal 3		

Goal 4		

14-C Joseph Swan Road, Kanesatake, QC J0N 1E0  
 Tel.: (450) 479-8373 Ext.: 301 Fax: (450) 479-1103 E-mail: [ketsc@kanesatake.ca](mailto:ketsc@kanesatake.ca)





<https://kesc-kanesatake.com/>