

# ΔοΔC Air Inuit

The Airline of Nunavik  
Symposium Sustainable Employment  
November 2017



# Introduction of panellists representing Air Inuit

## Regina Gasselsdorfer - Manager Payroll Services

- 19 years of service;
- Journey within Air Inuit:
  - Part time Assistant to Paymaster, than full time Paymaster, Coordinator of Payroll, Supervising of a Paymaster than promoted to Manager Payroll Services/HR with a staff of 2 until the onboarding of the HR Manager – Mary-Christine Mullins
- My experience as an employee:
  - Hired as a part time assistant and quickly promoted to Paymaster.
  - Learn the many aspects of preparing a biweekly payroll and ensuring accurate payment to all employees.
  - Became more involved with analysis and budget by working with the Directors and Accountants.
  - It's a wonderful experience, providing opportunity to learn and meet challenges on a daily basis. I enjoy working with all employees at Air Inuit and especially learned (and still learning) many interesting aspects of the Inuit culture and people.

# Introduction of panellists representing Air Inuit

## Mary-Christine Mullins- Human Resources Manager

- Recently hired;
- More than 25 years of experience as a Generalist in Human Resources
  - Recruitment;
  - Training;
  - Health and Safety;
  - Labor relations;
  - Organizationnal Development;
  - Etc.
- Diversified work environment experience such as manufacturing, food chains, health care, municipal and even a mandate for Hydro-Quebec;
- People oriented, hands on, a team player, strong interest in coaching of managers, focused on problem solving. Strong interest in understanding the business and the manpower that ensures its success.
- Very happy and proud to be part of such a Company.

# Nunavik's Airline

- Air Inuit was founded in **1978** with the express mission of keeping Quebec's northernmost communities connected by providing essential air transport services across the vast territory north of the 55th parallel known as Nunavik, homeland of the Inuit for centuries.
- Operating in a region with no roads Air Inuit provides vital passenger, charter, cargo and medevac air transport services throughout northern Quebec (Nunavik) and destinations across Canada; in addition to historically having provided aviation services in the U.S., in Europe and the U.K.
- Air Inuit employs over 650 people with more than 500 flight movements each week.

[www.airinuit.com](http://www.airinuit.com)




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TASIUJAO AIRPORT



# Nunavik Aviation Historic Timeline

- 
- 1978** Air Inuit obtains its operating licence
  - 1979** Operations commence on the Ungava Coast
  - 1985** Air Inuit buys Austin Airways Hudson Coast routes
  - 1988** Air Inuit acquires Johnny May's Air Charters
  - 1991** Makivik purchases First Air to connect Montreal and Kuujjuaq with Jet service
  - 1995** Air Inuit starts Dash 8 operations and connects Montreal to the Hudson Coast
  - 1998** Air Inuit invests in the creation of Nunavik Rotors Inc.
  - 1999** Air Inuit introduces the Ilaujuq Beneficiary Travel Program
  - 2008** Air Inuit commences Jet service
  - 2011** Air Inuit becomes partner in tripartite Aboriginal organization with Innu, Naskapi and Inuit – Pimi Naskinnuk (Fuel Distribution)
  - 2012** Air Inuit completes the Montreal Technical Center. Air Inuit services its Dash 8 and Boeing 737 fleet at this location
  - 2012** Air Inuit unveils the new Air Inuit logo (voted in the top 5 airlines of the world by CNN Travel)
  - 2017** Introduction to the Air Inuit fleet of the following aircraft:
    - King Air 350
    - 3<sup>rd</sup> Dash-8-300 freighter with the addition of the LFD in Q4
    - 3<sup>rd</sup> gravel capable B737-200C

# Our Network

- 21 stations
- 2 main northern maintenance bases
- 2 community based maintenance support stations
- Multiple warehouses with cooler and freezer accommodations
- Montreal Technical Center
- Approximately 500 flight segments per week.



# Human Resources

	EMPLOYEES	BENEFICIARIES
Air Inuit	695	188
% of Beneficiary Employees - Air Inuit		30%

NUMBER OF BENEFICIARY EMPLOYEES	TOTAL BY GROUP
Ground Operations	169
Flight Operations	15
Administration	2
Maintenance	2
Total	188



# Inuit Representation

- Inuit representation in Ground Ops, Flight Ops, Maintenance and Commercial Ops:

- Denis Matte: Captain B737



- Norman Grist: B737 Pilot, previously Chief Pilot Twin Otter/King Air
- Patrick Grist Padlayat (son of Norman Grist): Twin Otter Captain
- Melissa Haney: Captain Dash-8
  - Air Inuit's first Inuk female captain
  - Aug 15, 2017: ceremony to celebrate issuance of stamp



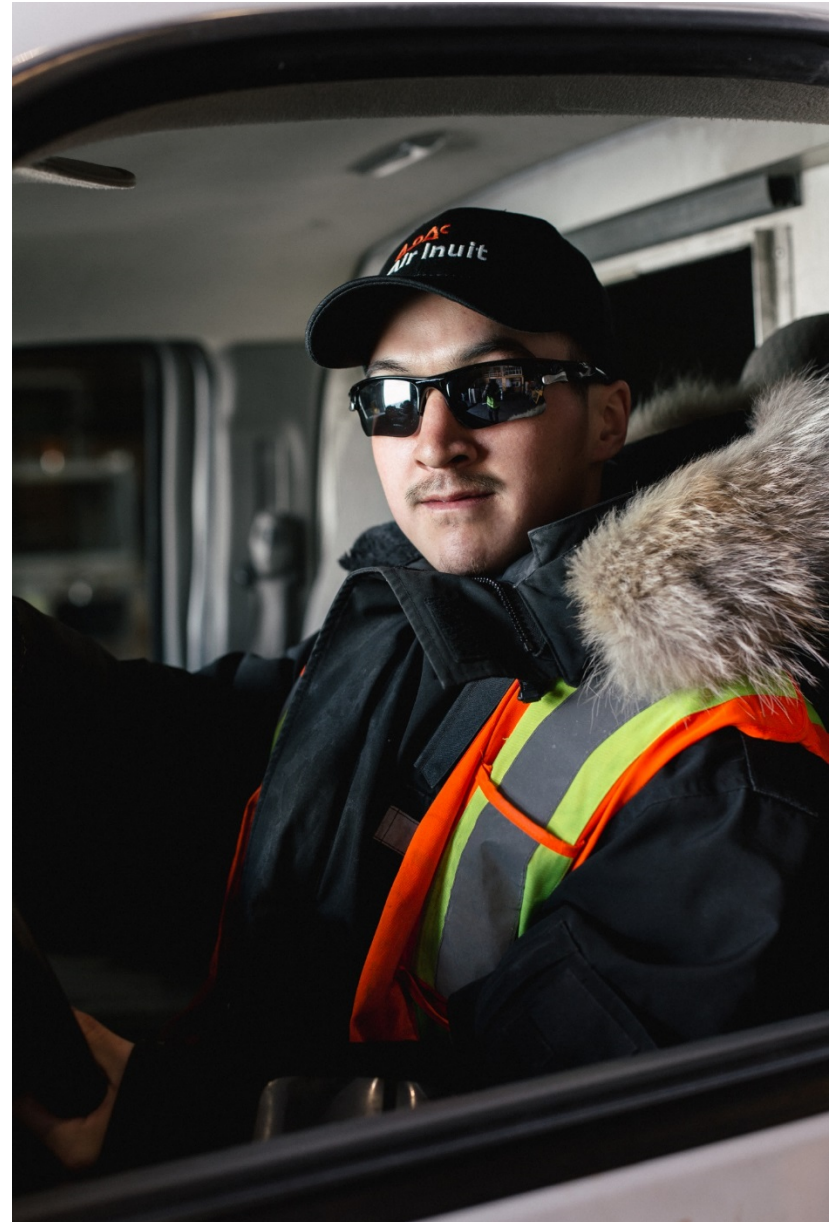
Honorable Marc Garneau  
Minister of Transport  
June 21, 2017, National Aboriginal Day





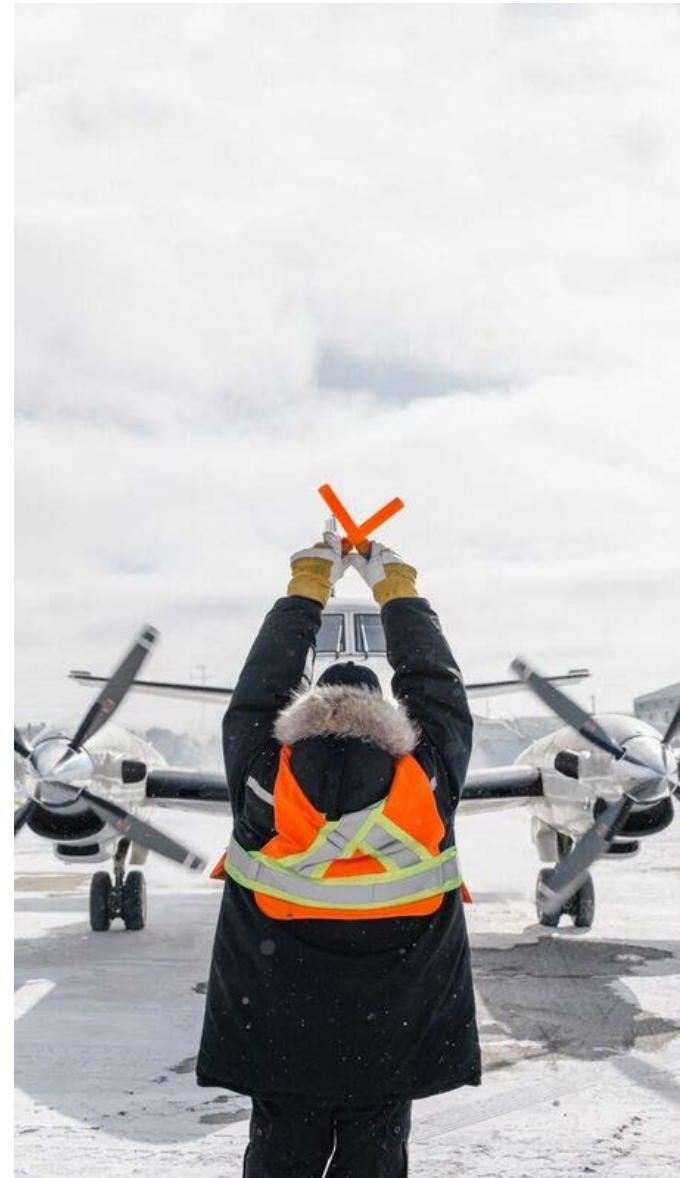
# Recruiting strategies

- Inuit Policy provision – priority will be given to the employment of qualified Inuit beneficiaries of the Nunavik region.
- Postings on Air Inuit website job section and KRG Employment.
- Substantial and diversified employment and training in Nunavik such as:
  - Air Inuit Sparrow Pilot Training School;
  - KRG Challenge Program;
  - On Wings of knowledge – bursary awards to graduates;
  - Welcome Aboard training for Grounds Operations;
  - On going training for Flight Operations and Maintenance.



# Retention

- A Company that values people above all.
- Employee Committees.
- Our employees are ambassadors of success stories such as Mrs. Melissa Hainey.
- Exciting career opportunities and excellent point of entry for those with a passion for aviation.
- Full time employees have a very low turn over.
- A world of benefits:
  - Equitable salary policy based on skills and experience;
  - Generous annual vacation allowances;
  - Northern allowance;
  - Paid holidays;
  - Group insurance benefits;
  - Travel benefits via the Air Inuit fleet and affiliated airlines;
  - RRSP;
  - Retirement allowance program.



# Current Challenges

- Considering our operational needs, many positions are part time.
- Scheduled work attendance is an issue; difficulties due to lateness and absenteeism.
- Competing for the same people with different local organizations.



Tasiujaq

Puvirnitug terminal





# Air Inuit's Team Ensures Its Success

Thank you.

