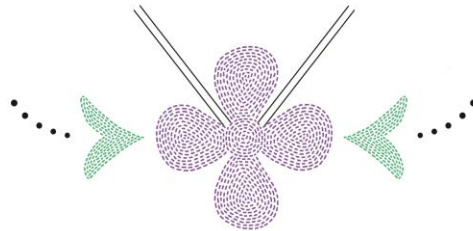


National Inquiry into
Missing and Murdered
Indigenous Women and Girls



Enquête nationale
sur les femmes et les filles
autochtones disparues et assassinées

**National Inquiry into Missing and Murdered
Indigenous Women and Girls
Truth-Gathering Process
Part 1 Public Hearings
Salle Tipi
Maliotenam/Uashat mak Mani-Utenam, Québec**



PUBLIC

Thursday November 30, 2017

**Public Volume 35 (b)
Caroline Einish**

Heard by Chief Commissioner Marion Buller

Commission Counsel: Ken Rock

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II

Publication Ban

This testimony and accompanying exhibits are subject to a Publication Ban on any information that might tend to identify any public servants named in the course of the testimony of the witness Caroline Einish, as ordered by Chief Commissioner Marion Buller on the day of the hearing upon subsequent request by Counsel for the Government of Quebec. Chief Commissioner Buller made a further order authorizing the redaction of all names of public servants on October 9, 2018.

III

APPEARANCES

Assemblée des Premières nations	Non-appearance
L'Assemblée des Premières nations du Québec et du Labrador (APNQL)	Non-appearance
Concertation des luttes contre l'exploitation sexuelle	Non-appearance
Conseil des Anicinabek de Kitcisakik	Non-appearance
Directeur des poursuites criminelles et pénales	Non-appearance
Gouvernement du Canada	Me Marie-Ève Robillard
Gouvernement du Québec	Me Marie-Paule Boucher
Innu Takuaiakan Uashat mak Mani-Utenam (ITUM)	Non-appearance
Naskapi Nation of Kawawachikamach	Non-appearance
Pauktuutit Inuit Women of Canada, Saturviit Inuit Women's Association of Nunavik, Ottawa Inuit Children's Centre	Non-appearance
Femmes autochtones du Québec	Non-appearance
Regroupement Mamit Innuat Inc.	Non-appearance
Les Résidences oblates du Québec	Me Marie-Pier Gagnon Nadeau

IV

TABLE OF CONTENTS

Public Volume 35(b)

November 30, 2017

Witness: Caroline Einish

Chief Commissioner: Marion Buller

Commission Counsel: Ken Rock

Clerk: Christian Rock

Registrar: Bryan Zandberg

PAGE

Testimony of **Caroline Einish** 2

Reporter's certification 29

V

EXHIBITS

NO.	DESCRIPTION	PAGE
Witness: Caroline Einish		
Exhibit code: P01P07P0301		
1	*PUBLICATION BAN* Five-page fax sent by Caroline Einish dated June 21, 2006.	28
2	*PUBLICATION BAN* Letter of Caroline Einish to Individual K dated December 22, 2005 (six pages).	
3	*PUBLICATION BAN *Reply letter of Individual K dated January 24, 2006 (two pages)	28
4	*PUBLICATION BAN* Appeal documentation of Caroline Einish to the Canada Employment Insurance Board of Referees	28

Maliotenam, Québec

1
2 --- The hearing begins Thursday November 30, 2017 at 9:51
3 a.m.

4 **MR. KEN ROCK:** Good morning. Just like
5 Christian said, this is my first experience here this
6 morning, and I was explaining to her how we will proceed.
7 I think she would rather speak in English because she's an
8 English -- second language -- English person. She is from
9 the Naskapi Nation. So she will be talking in English,
10 speaking in English.

11 And just like Christian just told me, I
12 guess, let's introduce ourselves. I'm going to start. My
13 name is Ken Rock. I am legal counsel with the National
14 Inquiry.

15 **MS. CAROLINE EINISH:** Caroline Einish from
16 the Naskapi Nation.

17 **MS. NOAT EINISH:** Noat Einish (ph) from the
18 Naskapi Nation. I'm her sister.

19 **CHIEF COMMISSIONER MARION BULLER:** Marion
20 Buller, Chief Commissioner.

21 **MR. CHRISTIAN ROCK:** My name is Christian
22 Rock. I'm Registrar for today.

23 **MS. MARIE-ÈVE ROBILLARD:** My name is Marie-
24 Ève Robillard. I'm counsel with the Government of Canada.

25 **MS. MARIE-PAULE BOUCHER:** Bonjour. My name

1 is Marie-Paule Boucher and I'm counsel for the Attorney
2 General of Quebec.

3 **M. CARL ÉRIC DUPUIS:** Carl Éric Dupuis,
4 technicien.

5 **MR. GEORGE EINISH:** My name is George
6 Einish. I'm from Naskapi.

7 **MS. KARINE LAPERRIÈRE:** Karine Laperrière.
8 I'm an interpreter.

9 **MR. ADAM POPE:** Adam Pope, technician.

10 **MS. MADELEINE UNI:** Madeleine Uni (ph). I'm
11 a translator.

12 **MR. KEN ROCK:** Mr. Rock, we shall proceed.

13 **CHIEF COMMISSIONER MARION BULLER:** Before we
14 do that, is there an application for an in camera hearing
15 and publication ban?

16 **MR. KEN ROCK:** Well, I don't have anything.
17 The Attorney General of Quebec told me something about it
18 this morning, but I didn't think it was my duty to -- you
19 know, so I don't know if she has anything?

20 Voulais-tu une ordonnance de non-
21 publication?

22 **MS. MARIE-PAULE BOUCHER:** En fait, je sais
23 pas si ça peut aller *on the record*.

24 May I speak in French?

25 **COMMISSAIRE EN CHEF MARION BULLER:** Oui, tu

1 peux parler français.

2 **MS. MARIE-PAULE BOUCHER:** En fait, on a une
3 entente avec Me Arsenault provisoire de non-divulgation de
4 certains noms pour la protection des droits fondamentaux et
5 la question sera réglée ultérieurement. Il y aura un
6 débat, mais pour le moment on avait une demande de non-
7 publication des noms identifiants certaines personnes qui
8 pourraient être dans les services publics notamment.

9 **CHIEF COMMISSIONER MARION BULLER:** And
10 Government of Canada?

11 **MS. MARIE-ÈVE ROBILLARD:** Is Ms. Einish
12 requiring a publication ban or an anonymity order?

13 **MR. KEN ROCK:** No.

14 **MS. CAROLINE EINISH:** Non, j'ai pas de
15 problème que ce soit publié. Je suis d'accord.

16 **CHIEF COMMISSIONER MARION BULLER:** Oh, okay.
17 That's fine. Thank you.

18 **MR. KEN ROCK:** That's hers.

19 **CHIEF COMMISSIONER MARION BULLER:** Okay.
20 This is public.

21 **MR. CHRISTIAN ROCK:** Madame, do you solemnly
22 affirm that the evidence you will give today will be the
23 truth, the whole truth, and nothing but the truth?

24 **MS. CAROLINE EINISH:** Yes, everything will
25 be the truth.

1 **MR. CHRISTIAN ROCK:** Thank you.

2 **MR. KEN ROCK:** So I will introduce you to
3 the next witness, Caroline Einish from the Naskapi Nation
4 from Kawawachikamach. I met her a few months ago. She has
5 a story to tell. It's about violence at work. So I'll let
6 her explain -- tell her story.

7 **CHIEF COMMISSIONER MARION BULLER:** Go ahead.

8 **MS. CAROLINE EINISH:** Okay. I made an
9 introduction here. Like, I'm going to talk about the CLSC,
10 Commission de normes du travail and Office of the Umpire
11 for the Unemployment. And this is going to be like the
12 third time I present this.

13 I was working in James Bay area, in
14 Chisasibi when there was a job opening in Kawawachikamach
15 for the CLSC, and I was informed by the CLSC there was a
16 job opening, and if I would be interested, to apply. So I
17 applied.

18 And when I started working, things were
19 okay. And I noticed that I had -- there were privileges
20 for people that are hired outside the community such as
21 three trips outside. These were like benefits for people
22 that are hired outside of the community, and I was, and it
23 had to be a 50-kilometre radius. That's far from where I
24 was.

25 I would like to add there was another person

1 that was hired from Whapmagoostui. She was the social
2 worker. She passed away, so there's nobody working for her.
3 I would like to put her story down.

4 So I was hired at the CLSC, and of course I
5 was hired as the *secrétaire de direction*, like the
6 executive assistant for the director. And of course, since
7 I would be taking minutes, I was reading the minutes to
8 know where to orient myself for the next meeting. And I
9 found it weird that Jane Einish that was hired from
10 Whapmagoostui didn't have any benefits. And it said in the
11 minutes that she would cause an administrative problem
12 because she married a Naskapi. So they just decided -- it
13 was just decided at that time that she would be -- she
14 would not have any benefits because she married a Naskapi.

15 So since I was hired from Chisasibi, I said
16 "I'm entitled to these too." So I wrote to the director
17 that was there, [name redacted pursuant to publication ban
18 - Individual A], because the director that hired me, he had
19 been fired because he had -- he didn't understand English
20 enough. It was not because he was a bad director; it's
21 because he didn't understand English well enough. It's an
22 English-speaking community.

23 So after [name redacted pursuant to
24 publication ban - Individual A], [name redacted pursuant to
25 publication ban - Individual B] was hired. And I noticed

1 he was not following the rules. He -- example, he was
2 authorizing the nurses to change the medications, open the
3 dosettes from the people's -- dosettes that came from
4 Vermont to the community, to the CLSC. Nurses would open
5 them and change the medication and take them. And last
6 week, my dad's dosette had tape on it. That means they
7 opened it and they changed it.

8 And there was another person that was hired.
9 His name was [name redacted pursuant to publication ban -
10 Individual C]. He was the speaker for the Metis Nation,
11 and he was hired as a health coordinator. And him, he was
12 telling -- like, the office was right beside -- my office
13 was right beside the director, and I used to overhear that
14 what he's doing is wrong, and they would argue. And one
15 time, they even called somewhere for a pharmacy, at the
16 pharmacy -- some kind of a pharmacy. I don't know if it's
17 an office where they make sure the pharmacists are
18 following rules. They called there and they said it's
19 illegal to open something that's prepared by a pharmacist
20 and replace medication.

21 Apparently the nurses sometimes had to refer
22 to the books to make sure they were doing the right
23 exchange for the medication.

24 Another thing was [name redacted pursuant to
25 publication ban - Individual C], as a health coordinator --

1 or a coordinator of programs, he got -- he found about six
2 boxes worth of medication that was expired that the
3 director was going to allow to go into the community.
4 Because there were a lot of boxes in his vehicle, I said,
5 "What's that?" He said, "I have to mail this medication.
6 It's expired." And I said -- he told me he was going to
7 distribute this into the community.

8 So this was during his three-month
9 probation, but they didn't hire him.

10 And another time, I was taking the minutes
11 and I was working on the minutes, and he came to the office
12 and he told me that he's been awarded I think 8,000 or a
13 certain percentage as a bonus. I said, "That never
14 happened." Because I'm taking the minutes, you know, I
15 have to be very alert to what's going on. So he told me,
16 "Write this. Write that." I said, "Listen, I'm going to
17 email you what I have and you can work on it yourself."
18 And when he sent it back, it was really not what happened.
19 Like, he was orchestrating the activities that never
20 happened.

21 So I was not feeling okay knowing that he's
22 doing all these illegal things. I didn't feel okay about
23 that. He was also, like, driving me crazy. Like, he used
24 to tell me he put a document on my desk, which he never
25 did. He used to come and kneel beside me and... He made me

1 very uncomfortable, and he used to take my hand and he used
2 to go like that. I just froze. And he was saying all
3 kinds of stuff. He would pretend like he's falling on his
4 knees in the hallways, and he was acting very normal in
5 front of other people.

6 I didn't like how he treated Native people,
7 like they were nothing. In front of them, he would pretend
8 he cared, but when he was -- there was just me and him
9 present, he would show his true colours. He didn't like --
10 he doesn't like the Native people.

11 Example, when one of the nurses was allowed
12 to learn medicine, to become a doctor, he couldn't believe
13 it, like it was impossible for Natives to go to that level.
14 And he was really working hard to put me down. He was very
15 nasty. I didn't know who to turn to.

16 Finally, I had it. And people were always
17 complaining, "We would just get Tylenol." And they used to
18 take the Tylenol and put it in small containers so they
19 don't know if it's expired, you know. They still practise
20 this and he's hired back there too. He was extreme. It
21 got to a point I didn't want to work. I would get all
22 anxious when it was time to go. So I got -- I talked with
23 [name redacted pursuant to publication ban - Individual D],
24 and she got me on medical leave. She was also an employee
25 of the CLSC, so he had power over her too.

1 And the only time -- and she wanted to give
2 me an extension of medical leave. He said the only way he
3 would approve this was if I go to a treatment centre. So I
4 said, "Okay, anything, but as long as I stay far." So I go
5 to the treatment centre.

6 So when I went back to work, he was doing
7 this to -- what he was doing to me, he was doing to the
8 accountant that was working there. Her name was [name
9 redacted pursuant to publication ban - Individual E]. I
10 don't remember her last name. Her name was [name redacted
11 pursuant to publication ban - Individual E]. I saw him
12 standing over her and very intimidating. He was really
13 intimidating, and the next day she left. I think -- I
14 don't know if she quit or she told the doctor she needed to
15 go. So he was probably doing that to her. I know she's
16 not allowed to contact me. I'm not allowed to contact her.
17 So we probably have the same story.

18 **MR. KEN ROCK:** How come you're not allowed
19 to contact her?

20 **MS. CAROLINE EINISH:** Okay. Now we go to
21 the *Commission des normes du travail*.

22 **MR. KEN ROCK:** Just before you start with
23 the *Commission des normes du travail*, what was your job?

24 **MS. CAROLINE EINISH:** *Secrétaire de*
25 *direction*.

1 **MR. KEN ROCK:** You were secretary ---

2 **MS. CAROLINE EINISH:** Yes.

3 **MR. KEN ROCK:** And then when did that happen
4 that you're talking about?

5 **MS. CAROLINE EINISH:** This happened in 2007.

6 **MR. KEN ROCK:** In 2007?

7 **MS. CAROLINE EINISH:** Yeah.

8 **MR. KEN ROCK:** Okay.

9 **MS. CAROLINE EINISH:** I had been working
10 there since 2004.

11 **MR. KEN ROCK:** Okay.

12 **MS. CAROLINE EINISH:** Now we go to the
13 *Commission des normes du travail*. So I filed a complaint
14 with the *Commission des normes du travail* for *harcèlement*
15 *psychologique*. So there was a hearing, and the lawyer that
16 was supposed to work with me was not working with me. He
17 was working for them. And I told him -- I don't remember
18 his name, because he told me he was also teaching at the
19 university. Like, in a polite but indirect threatening
20 way, he told me that I have no choice but to accept what
21 they offer. I said, "You're not working for me." I told
22 him I was fired. "I want my job back. I didn't do nothing
23 wrong." And he told me, "Well..." And I told him, "What
24 if I don't want a hearing because you don't want to help
25 me?" And he said, "Well, the decision will be made anyway,

1 and that's it." He said, "You're going to lose everything
2 anyway." So he was not working for me. And I was saying,
3 "I would like to have a new lawyer." I said, "There won't
4 be another hearing. It takes a long time to get a
5 hearing." And I told him, "What if I don't like the
6 hearing and I ask to be looked at again, to pass again in
7 court?" He said, "No, that will not happen. This is just
8 a small case." And he was really -- he was telling me,
9 like, I don't have any options, and he was supposed to be
10 working for me. He told me he was teaching at Laval and
11 he's very powerful, but all this was indirect. These were
12 not his acts, but this was his message.

13 He also -- he was talking with me in the
14 entrance beside two doors where they do the shows. The
15 *centre de spectacles*, that's where we were. My sister was
16 with me, but she didn't hear what was going on. And I kept
17 telling him, "You're not working for me. I would like to
18 have another person to represent me." He said, "No, that
19 won't happen."

20 So I was like -- I had no -- that was the
21 end, you know. So I accepted to sign an agreement that I
22 will not talk with -- I will not contact [name redacted
23 pursuant to publication ban - Individual E]. I'm sure my
24 sister knows her name because she was working with her. My
25 sister [name redacted pursuant to publication ban -

1 Individual F], she's still working there.

2 **MR. KEN ROCK:** Was she Native, [name
3 redacted pursuant to publication ban - Individual E]?

4 **MS. CAROLINE EINISH:** No, no, no, she's not
5 Native, but she never came back. But sometimes I hear she
6 sends Christmas greetings to Maryanne.

7 And after this, I applied for EI when I was
8 fired, and I had to go to the Office of the Umpire, and I
9 had my EI. I also -- before he fired me, [name redacted
10 pursuant to publication ban - Individual B], I went to the
11 radio, and what I said was in CD. Apparently it was -- it
12 was translated, what I said, but I don't know if the
13 translation is correct. And I told him all the information
14 I said on the radio as public information such as the
15 medication being changed and all the people knew the CLSC
16 was not doing -- following the rules. And they still
17 complain the same complaints. So I went to the radio.

18 I also called -- when I thought that he was
19 -- I saw that extorting money from the Committee, like when
20 he modified the minutes that he was getting money, I called
21 the RCMP for the Financial Economic Crimes, and they came,
22 and the first thing they said to me was they found [name
23 redacted pursuant to publication ban - Individual B] very
24 sympathetic, and they didn't even read -- they didn't
25 follow through, because of course he's going to present

1 himself as nice, smiley and, you know, do a good first
2 impression on them. So they told me they were going to
3 charge me for disturbing the police for nothing. I said,
4 "I didn't disturb you for nothing." I said, "This is
5 serious."

6 They asked me for my password at the
7 computer, and that's where my email was. After that, I
8 never heard nothing from that. The only thing I heard was
9 "[name redacted pursuant to publication ban - Individual B]
10 is very sympathetic." And somebody told me, "The white
11 people are going to take care of their own, you know,
12 they're going to protect each other. So don't think of
13 ever getting help from them."

14 So after he fired me, I worked in Chisasibi
15 for the Cree Regional Authority at the Naskapi Corporation
16 for one year. Then I worked in Sept-Îles as a coordinator
17 for the Friendship Centre. After that, I feel like I was
18 just bouncing around. But I'm working at the office of the
19 Chief right now, when they discovered all the skills I
20 have.

21 So I would like to give you a list of people
22 that are witnesses for this if you need to secure them:
23 [name redacted pursuant to publication ban - Individual D],
24 psychologue; [name redacted pursuant to publication ban -
25 Individual G], psychologue; [name redacted pursuant to

1 publication ban - Individual C], and there was a nurse.
2 Her name was [name redacted pursuant to publication ban -
3 Individual H]. She's the one that helped me since I don't
4 know French. I dictated the letter and she wrote it in
5 French for me to send to the Ombudsman. I am searching
6 for that document. I think her name was name redacted
7 pursuant to publication ban - Individual H], her
8 girlfriend. And there are other employees that probably
9 heard him yelling. I don't know who heard. People tend to
10 stay -- try not to get involved.

11 And I would like -- the CLSC is not an
12 educational institution, and they bring nurses there to
13 practise, which I find is not -- is dangerous because we
14 don't have a hospital. If a student makes an error,
15 there's no -- like, it's not an education institution.

16 **MR. KEN ROCK:** And where is Kawawa situated?
17 Where is it situated?

18 **MS. CAROLINE EINISH:** Kawawa is situated
19 north, 15 miles northeast of Schefferville.

20 **MR. KEN ROCK:** Which is an isolated
21 community?

22 **MS. CAROLINE EINISH:** It's an isolated
23 community. And sometimes we don't have transport due to
24 the weather.

25 **MR. KEN ROCK:** And there is no hospital in

1 Schefferville?

2 **MS. CAROLINE EINISH:** There's no hospital in
3 Schefferville.

4 **MR. KEN ROCK:** The only way out is?

5 **MS. CAROLINE EINISH:** By plane or by train.
6 So if their weather is bad, there's no flights.

7 **MR. KEN ROCK:** And how long takes the train
8 ride?

9 **MS. CAROLINE EINISH:** Twelve (12). It could
10 take more if there's problem.

11 **MR. KEN ROCK:** Twelve (12) minutes?

12 **MS. CAROLINE EINISH:** Or more, hours, 12
13 hours. It could take more like -- there was a time people
14 were there when it froze. The train froze.

15 I would like to add name redacted pursuant
16 to publication ban - Individual B] is there, and I don't
17 find the community safe with him because he don't care
18 about the people because if he did, he would not be
19 approving expired medication to go to the community.
20 They're still practising changing the medications. And the
21 nurses, too, should be selected more carefully because
22 sometimes I am a jailer. Sometimes a jailer went there to
23 have somebody in jail. They need somebody to watch them,
24 and I had somebody that his sugar level was very low, and
25 he did his test in front of me, and I called the police to

1 get a nurse here and the answer was, "Dominique said he's
2 pretending." I said, "You can't pretend. I saw him." I
3 said, "No, no, I called her." "She said she's pretending."
4 And I know it's a very dangerous level, and he was very
5 ill. So it's a good thing I brought myself some snacks and
6 I had orange juice, so I gave him two cups of orange juice,
7 which he felt better, and I had to write this in the
8 report.

9 And the same nurse, last week -- no, a few
10 days ago there was a suicidal case, and I took this young
11 man under my wing because he's in the family. I had a
12 doctor's appointment. That's why I was there. So he
13 arrived there with the police with handcuffs, and I told
14 them they should remove him and I'm going to take care of
15 him. So I told him he's going to see the doctor with me,
16 and the nurse said, "No, no, no, it's not serious. He
17 don't have to see him." I said, "It's a suicidal case.
18 He's going to see him." So I have a lot of question marks
19 around this nurse, like her judgment. I'm really worried
20 about her judgment. What if it's me and she's the nurse on
21 call or that's working? So the nurses need to be carefully
22 selected.

23 When name redacted pursuant to publication
24 ban - Individual C] was working, he was trying to recruit
25 university diploma nurses, and there were some there when

1 name redacted pursuant to publication ban - Individual B]
2 was there, and those nurses, they refused what he asked and
3 they told him, "This is illegal. No, I'm not doing it."
4 And he didn't hire them back. He preferred to have nurses
5 that he can manipulate.

6 I was not working in the accounting, but I
7 heard he was giving 1,000 to the nurses when they left. I
8 don't know why. Maybe there's a valid reason. I don't
9 know. That was never -- the financial part was never
10 really investigated by the RCMP.

11 I'm still seeing [name redacted pursuant to
12 publication ban - Individual G]. We never reached that
13 part where he was harassing me.

14 **MR. KEN ROCK:** Who is [name redacted
15 pursuant to publication ban - Individual G]?

16 **MS. CAROLINE EINISH:** He's the psychologist.
17 He works for the Naskapi. He's hired, I guess, on a
18 contractual basis.

19 When I arrived there, I asked the employees
20 when do they get raises. They haven't had raises since
21 they started working. So I was working on that and they
22 got only four years of retro, and they had their salaries
23 adjusted. One was working there over 18 years, and the
24 salaries have never been adjusted. So when they all got
25 their retro, they all left for Seven-Islands to shop and we

1 only had replacements working there, you know.

2 This is another thing. I even wrote to the
3 Cree Naskapi Commission that the CLSC was not respecting
4 the policies, but they didn't want to touch that file. I
5 don't remember what they wrote, but it's in the documents I
6 provided. The documents, I believe, have more information
7 than what I'm saying. I feel like I'm just doing a summary
8 because it's more deep and the written information is more
9 accurate because it was at that time.

10 So I would like to move to the social worker
11 that passed away that never had her -- this is her file.
12 It's similar to my file. Like, I was not allowed the
13 benefits that non-Natives had because they were hired
14 outside the community in that 50-kilometre radius. It does
15 not say in the policy this excludes any Natives, but this
16 policy was never applied to the Natives. I believe they
17 owe her children the money that they withheld, like the
18 trips that she never took.

19 Her husband's name is [name redacted
20 pursuant to publication ban - Individual I]. He works in
21 Neoskwekau. So he must have more details on what
22 happened. I'm probably not aware of all the -- but I know
23 she was -- Jane was working on it because she talked to me
24 about it, and they didn't want to give it to her. She
25 became an administrative problem.

1 I think it's enough that Natives are
2 sequestered in their communities. We don't even have the
3 proper -- like, our transportation is limited. You know,
4 the train leaves only twice a week to go to Sept-Îles and
5 the plane does not work if the weather is bad or if they
6 have engine problems, which I find are quite frequent at
7 this time.

8 I'm going to go to other stuff. When you
9 get on the train, you are sequestered. You can't move.
10 You can't get out as soon as you get on the train, and I
11 don't find this right. So I'm going to write a letter to
12 the Board for this. You know, like when they stop for
13 lunch, they should let people get out to get air because 12
14 hours is a long ride.

15 The Office of the Umpire, when I went there
16 they asked me questions, and I said, "Yes, I went to the
17 radio. Yes, he's doing illegal practices. Yes, I called
18 the RCMP for the White Collar Economic Financial Fraud."
19 And I said -- and I was fired for this, and the person that
20 was doing all this illegal stuff kept working -- kept on
21 working, kept doing what he was doing. He's what we call a
22 -- *un colon* -- colonizer. He still has that mentality.
23 These people are not good for -- they hinder the
24 advancement of the Native people. He acted very
25 dominating. He didn't feel like a coworker.

1 So most of my stuff is in documents, but I'm
2 trying to find that letter I wrote to the Ombudsman. This
3 was in 2007. I was still living in Schefferville.

4 I don't want to leave here and say, "Oh, I
5 forgot to say this. I forgot to say that." But if there's
6 other things, can I write?

7 **CHIEF COMMISSIONER MARION BULLER:** Yes,
8 certainly. If something comes to mind either tomorrow or
9 next week, let Mr. Rock know.

10 **MS. CAROLINE EINISH:** Okay.

11 **CHIEF COMMISSIONER MARION BULLER:** And he's
12 get that to us.

13 **MS. CAROLINE EINISH:** Okay.

14 **CHIEF COMMISSIONER MARION BULLER:** Okay?

15 **MS. CAROLINE EINISH:** Okay. So you guys
16 have my other documents, huh?

17 **MR. KEN ROCK:** Yes.

18 **MS. CAROLINE EINISH:** Okay. So I would like
19 to make photocopies of these.

20 **MR. KEN ROCK:** Well, we would like to
21 introduce as evidence some of the documents she was talking
22 about. There was a letter that she sent to [name redacted
23 pursuant to publication ban - Individual A] in May 19,
24 2006. It's about the benefits she talked about. And then
25 with this letter there is the confirmation of her

1 unemployment which is dated February 13, 2004.

2 **MS. CAROLINE EINISH:** I would like to note
3 that the fax number is changed because I was fired from
4 there.

5 **MR. KEN ROCK:** Okay. So the letter from
6 [name redacted pursuant to publication ban - Individual J]
7 when she was hired. There is a letter that is when she
8 talked about the non-respect of the QE -- NEQA, North-East
9 Quebec Agreement, a letter sent to [name redacted pursuant
10 to publication ban - Individual K] on December 22nd, 2005.
11 The letter she got from [name redacted pursuant to
12 publication ban - Individual K], the response she got was a
13 letter written on January 24, 2006. And then there's the
14 Board of Referees Employment Insurance decision that was
15 rendered. Like she said, the document is dated January 30,
16 2008.

17 So we would like to introduce all these
18 documents as evidence.

19 **CHIEF COMMISSIONER MARION BULLER:** Do you
20 want them separately or as one package?

21 **MR. KEN ROCK:** I think as one package.

22 **CHIEF COMMISSIONER MARION BULLER:** Okay.
23 Let's do that. Okay, one package then.

24 **MR. KEN ROCK:** This is a copy of the letter.
25 Christian, c'est toi qui les prend?

1 **MR. CHRISTIAN ROCK:** Right after the
2 audience, we'll go to the Family House. We'll make
3 photocopies and give it back to you. I will put numbers on
4 them as exhibits. Mr. Rock will help us to sort them to
5 make sure that it's the right ones.

6 **MS. CAROLINE EINISH:** Okay. And I would
7 like to ---

8 **CHIEF COMMISSIONER MARION BULLER:** And then
9 copies for parties?

10 **MR. CHRISTIAN ROCK:** Absolutely.

11 **MS. CAROLINE EINISH:** I would like to
12 authorize the witnesses -- they can talk about it ---

13 **MR. KEN ROCK:** Your file.

14 **MS. CAROLINE EINISH:** --- freely, yeah, like
15 Luc Sylvestre, Francine Jourdain.

16 **MR. CHRISTIAN ROCK:** Very good, as long as
17 it's on the record.

18 **MS. CAROLINE EINISH:** Yes, yes, it's on the
19 record. Like, this is not really -- it's partly private,
20 partly public. You know, it touches the community also, so
21 it's important that it's public, you know.

22 **MR. KEN ROCK:** So did you have anything to
23 add?

24 **MS. CAROLINE EINISH:** I have questions.
25 What happens from here?

1 **CHIEF COMMISSIONER MARION BULLER:** The other
2 commissioners will either read the transcript of what
3 you've said or watch the video of what you've said today.
4 All of us will read the copies of the letters that -- I'm
5 sorry, I wrote them all down, but we'll read the letters as
6 well. I cannot investigate this on your behalf, but it may
7 very well be that either Mr. Rock or one of the government
8 lawyers will take this further. We don't, as
9 commissioners, but the other lawyers might do that.

10 **MS. CAROLINE EINISH:** Okay. So you could
11 probably get the transcript of what happened at *Commission*
12 *de normes du travail*. I think this was in September 2008.
13 I could be mistaken, but I know it's September. I believe
14 it's the month of September. It could be 2008 or 2010, or
15 it could be more.

16 **CHIEF COMMISSIONER MARION BULLER:** There
17 will be records someplace.

18 **MS. CAROLINE EINISH:** Yes.

19 **CHIEF COMMISSIONER MARION BULLER:** But I
20 just want you to know that we, as the National Inquiry, do
21 not investigate this.

22 **MS. CAROLINE EINISH:** Okay.

23 **CHIEF COMMISSIONER MARION BULLER:** But some
24 other people might. Okay?

25 **MS. CAROLINE EINISH:** Okay. So when do I

1 get news from this, if there's ---

2 **CHIEF COMMISSIONER MARION BULLER:** Mr. Rock,
3 have you made representations to this witness?

4 **MR. KEN ROCK:** Well, no, I didn't, but as I
5 explained, the National Inquiry's mandate is to, you know,
6 oversee everything that has happened, violence against
7 women, but it's not the duty of the National Inquiry to go
8 forward with a file that is presented ---

9 **MS. CAROLINE EINISH:** Personal files, yes, I
10 understand that, yes.

11 Okay. And I would like to add there was --
12 the family is not here? There's another person that should
13 be listened to. Like, in Fort Chimo there was a woman; her
14 name was [name redacted pursuant to *Legal Path* Rule 55]
15 (ph). She went to Quebec City to have a child. She died
16 apparently during childbirth, and they never found her --
17 they never sent her daughter back. So she probably has a
18 grave in one of the hospitals, and her brother's name is
19 [name redacted pursuant to *Legal Path* Rule 55] (ph). They
20 would be happy to know where she is.

21 **MR. KEN ROCK:** Well, the family has to come
22 forward.

23 **MS. CAROLINE EINISH:** M'hm.

24 **MR. KEN ROCK:** The National Inquiry will not
25 communicate with any case. The family has to come forward.

1 They have to call us. They have to call the number that
2 you have.

3 **MS. CAROLINE EINISH:** Okay. I can help them
4 write their story. Then they just fax it. Okay. All
5 right.

6 **MR. KEN ROCK:** So I think that would cover
7 pretty much everything?

8 **MS. CAROLINE EINISH:** Yes.

9 **MR. KEN ROCK:** I don't know if you had
10 anything to add or if you had any questions?

11 **MS. CAROLINE EINISH:** No, I think I --
12 there's a -- I'll be able to contact the Commission if I
13 need to add, and if there's anything I forgot or if I find
14 that letter I sent to the Ombudsman -- I never had an
15 answer.

16 When this happened, I called -- we were --
17 the head office was in Baie Comeau where they were taking
18 care of the CLSC, and I called there and I talked to the
19 people that were working at that office and they all said,
20 "But Marcel is my friend." So in a way, it could be
21 understandable, like, they have an emotional tie with him
22 as a friend and they didn't want to do nothing. They could
23 have. It was the Human Resources Department that I called.
24 I think there was a guy; his name was Bill.

25 So if I can find my other documents, I will

1 send them.

2 Okay. Thank you.

3 **CHIEF COMMISSIONER MARION BULLER:** Well,
4 thank you very much for coming today. What you've said
5 about how you were treated at work in particular is very
6 important to our work, and thank you for helping us because
7 it is helpful to us in understanding how women are treated.

8 So again, thank you.

9 We have a small gift for you. The
10 matriarchs, the clan headwomen on Haida Gwaii, which is the
11 West Coast of Canada, knew that people, women in
12 particular, would be coming forward and telling very
13 difficult stories to us. And so they wanted to make sure
14 that families and survivors who talked to us would be
15 lifted up and supported and helped. So it's their
16 tradition on the West Coast to harvest eagle feathers. So
17 the matriarchs, the clan mothers, directed that eagle
18 feathers be collected and given to people who come forward
19 to help lift you up and help support you. So we have a
20 small gift for you. We have a small eagle feather that has
21 come all the way from British Columbia for you.

22 **(GIFTS GIVEN)**

23 **MS. CAROLINE EINISH:** Thank you.

24 **CHIEF COMMISSIONER MARION BULLER:** Thank you
25 so much.

1 **MS. CAROLINE EINISH:** Thank you for
2 listening, and I hope something good is going to come out
3 of this.

4 **CHIEF COMMISSIONER MARION BULLER:** It
5 already has; you're here.

6 **MS. CAROLINE EINISH:** Thank you.

7 **MR. KEN ROCK:** At this point, I guess we
8 should adjourn.

9 **CHIEF COMMISSIONER MARION BULLER:** Yes.

10 **MR. KEN ROCK:** Thank you.

11

12 **Exhibits (Code: P01P07P0301)**

13

14 **---Exhibit 1:** Five-page fax sent by Caroline Einish to the
15 dated June 21, 2006.

16

17

18 **---Exhibit 2:** Letter of Caroline Einish to Individual K
19 dated December 22, 2005 (six pages).

20

21 **---Exhibit 3:** Reply letter of Individual K dated January
22 24, 2006 (two pages).

23

1 ---**Exhibit 4:** Appeal documentation of Caroline Einish to
2 the Canada Employment Insurance Board of
3 Referees.

4

5 --- The hearing adjourns at 10h40.

6

7

CERTIFICAT DE TRANSCRIPTION

Je, Nadia Rainville, certifie que la présente est une transcription véritable et conforme à l'enregistrement numérique fourni de la présente audience.

Nadia Rainville

Nadia Rainville

5 mars 2018