

HAVAKTUT QAYAGITJUTTIKHAINNIK UVALU IKAYUKHIAKUTTIKHIANIT KATIMAYIIT  
NUNATSIAQMI NUNAVUNMILU

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**NUTAAQ MANIKHARVIKHAQ**  
**QANURILIURUTIKHAQ**  
**TUKHIUTINIK**  
NIQILIQIVIK 2020

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**UQAQTAKHANGANIK**  
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# Aulapkaiyini Naittuq

Tuniluni qanurittaakhaanik ikayuutikhanik qanurittaakhaaniklu tigumiaqtuuqatautikput akhuurutauyuq ihumaliurhimayunik hivulliutiyakhaq ukununnga Havaktut Qayagitjuttikhainnik uvalu Ikayukhiakuttikhianit Katimayit (WSCC). Akhuuqtugut naunairiami uuktuqtut piinangitait ikayuutit pittaqaqtaminik titiraqhimayumi uumani *Havaktinut Havalimaiqqata Nalliqtarvik Maliganga* Nunatsiamit Nunavunmillu, kihimi tahapkuat ikayuutit ihuaqtut unalu naunaiqtait nutaaq nakuutqiaq atuqtaminik. Tunigiami uumunga uqariyaqtaminik piyaqqut ihivriurut uumangga manikharvikhaq manik utiqtitauyuq qanuriliurutikhaq naunaiqtauyuq *Maligamit*, ikayuqtaukpallu tigumiaqtuuqatauyut, upalungaiyarhimakpata pitquyavut angiyumik maligatigut ihuarhaqhimaninnigut ukununnga Nunatsiap Kavamanga Nunavut Kavamangalu.

Pinahuaqtavut tukhiutivut nuutiriami uumangga manikharvikhaq akuniraalukmut qanuriliurutikhaq, piyuq iminik pusantnganit akuniraalukmut aaniarutiqaqqat aanirumi maniliurutingillu aaniqtilluni, malruuknut qanuriliurutikhaq tuniyuq maniliurutaungittuq maniirutauyut unalu akuniraalukmut maniliuqtangit maniirutauyut ikayuutit.

Uumani malruuk qanuriliurutikhaq, hivulliqaqaaq ihumagiyangit inniaqtuq Maniliurutaungittuq Maniirutauyut Akiliuhiaq. Una akiliuhiaq piliuqhimangittuq akiliriami uuktuqtut tammaiyaqtaminik maniliuqtaminik, kihimi akiliriami akuniraalukmut aaniarutiqaqqat aanirumi piyuq havakvikminit aanirumi aanialaqigumiluuniit. Atauhiinnaqmik tamaat manik akiliuhiaq tuniyauniaqtuq taimaa akuniraalukmut aaniarutiqaqqat aanirumi ittuq taimaa uukturahuaq tiktkumiuk kiklinga aaniarutinganik mamihainiq. Tamna akiliuhiaq naunaiyaqtauniaqtuq angikliyuumiqtirumiuk uukturahuap pusantnga Akuniraalukmut aaniarutiqaqqat aanirumi , taimaa naunaiqhimayuuq uumani *Amialikami Aaniarutimut Katimayit Maliktakhanganiq uumunnga Naunaiyainiqmut Akuniraalukmut Aaniqtauyuuq*, uumangga kiklinga akiliqtaaqtuq akikhanga ukiumut akiliqtaaqtuq aaniqtauyuuq unaluuniit ukiunga havaamut aaniarutinga naunaiqtauyuuq.

Tuglia ihumagiyangit inniaqtuq Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutikhaq. Una ikayuutinga akiliqtauniaqtuq ukununnga uuktuqtut piqaqtuq akuniraalukmut aaniarutiqaqqat aanirumi tiktkumiuk kiklinga aaniarutinganik mamihainiq, pihimmaaqtuq atuqtaminik itqurnarutauyumikluuniit maniirutauyut uumangga maniliuqtangit aktikkulaanga taimaa tamaita ihuaqtuq havaamut mamihaidjutinga akhuurninnga taimaaqtitaupat. Hapkuat akiliuhiat ilaliutiniaqtut uumunnga Maniliurutaungittuq Maniirutauyut Akiliuhiaq naunaiqtauniaqtuqlu piyuq uumunnga 90pusantnga aadlatqiinnga uumangga uukturahuap aaniqtinnagu ilakunga qitqani ittuq maniliuqtaminik unalu

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aaniruirumi pilluarninnga unaluuniit ilakunga itqurnarutauyuq maniliuqtaaqtangani, kitu angitqiyauyuq. Una ikayuutinga pihimmaaqniaqtuq taimaa uukturahuaq piqangitpat kihimi maniiurutauyut maniliuqtaminik, taimaaluuniit uukturahuaq tikitkumiuk ukiunga uumunnga Kaanatap Kavamanga Inutquanguqtut Manikhangit manikharvikhaq (tadja ukiuqaqtut 65). Uuktuqtut piyut Akuniraalukmut Maniliuqtangit Maniiurutauyut Ikayuutit piinariaqaqtuq uumunnga akuniraalukmik havakkumi havaruirutinga ikayuutinga (piinariaaqihimagumik uuminnga Inutquanguqtut Manikhangit) ikayuriami ikikliyumiriami maniiurutauyut ukunangga akuniraalukmik havakkumi havaruirutinga manikhaq.

Nutaavut Manikharvikhaq Qanuriliurutikhaq Tukhiutinik, naunaiqhimayuq una Uqaqtakhanganik Titiraq, ihivriutauyuq katitigtuqlu kihititit nampanik hilataanit ihivriutiyuq pitqutigiquplugu akikhangit ayurhautigiyainnik. Hivulliqpaanga ihivriurut ilaliutiya piliurninnga pingittaa angiyumik aadlatqiinga itnunik qanuriliurutikhaq talvunga akinganit, ihumagiyuq aadjikutaanik manikhaq qanurittaakhaaniklu aadlat nunat Kaanatami. Ataani nutaapta qanuriliurutikhaq Tamna aanirutinga akinga ilanga uumunnga Manikharvikhaq Qimakunik Ikayuutit ittuq \$0.36 atauhiqmut \$100 naunaiyaqhimayut akiliuhiat. Tamna aanirutinga akinga ilanga ataani nutaqaq pitquyauyuq qanuriliurutikhaq inniaqtuq \$0.31 unalu \$0.41, uumunnga angikliyuumiqninnga mikhilaaqninnga ayurhautinga uuminnga -\$0.05 uumunnga +\$0.05 atauhiqmut \$100 naunaiyaqhimayut akiliuhiat.

## Manikharvikhaq Qanuriliurutikhaq Ihivriurut Qauyimadjudginga

2008mi, *Havaktinut Havalimaiqqata Nalliqtarvik Maliganga* Nunatsiamit Nunavunmillu angiqtauyut uumunnga nutaqaq maliganga talvunga himmiqtaa aippaa maliganga aadjikutaanik atinga. Talvangaanit, inmikku mikkaillu himmautingit piyut. WSCC manikharvikhaq qanuriliurutikhaq, munariyauyuq piyut Maligamut, himmiqtaungittut 2008 maliganganit, aulapkaihimayuq mikiumik aadlangurninnga taimaa Timiqutigiyangit hivulliqpaaq akikhanga 1974mi.

2014mi, ataani pitquyauninngani Piyunnautingani Katimayiingit, WSCC havaaniktiyait ihivriurut nutaangit manikharvikhaq qanuriliurutikhaq naunaiyaqlugu aadlat nunat. Naunaiqtauyuq WSCC avaliittuq Katimayit/Timiqutigiyangit tunihimmaaqtaait manikharvikhaq akuniraalukmut naunaiqtaa naunaiyuriami akuniraalukmut manik utiqtitauyuq piyut uumunnga akuniraalukmut aaniqtauyuq. Piqaqtuq malruuk hivullitqiaq ihuigiyauniq uumunnga qanuriliurutikhaq hapkuatlu huuq ittuq katimayiingit angiqtaait aadlatqiit manik utiqtitauyuq ihumaliurutauyut taimaa 30nit 35mut ukiunut. Hapkuat ihuigiyauniq naunaiqhimayut uumani 1987 *Taiguagakhanga Havaktinut Havalimaiqqata Nalliqtarvik Ihivriurut Katimayiingit* Manitoba-mit.

Ihuigiyauniq uuma akuniraalukmut aaniqtuinnait akuniraalukmut manik utiqtitauyuq qanuriliurutikhaq:

- Akuniraalukmut aaniqtauyuq naunaiyaqtaa naunaiyainiq manik utiqtitauyuq piyut qanuraaluk timinga ahuruqtuq havakvikminit aaniqmat. Una qanuriliurutikhaq pingittaa aadlatqiingit havaat havaktait havaktumit hivunikluuniit maniliuqtuq-maniiurutauyut havaktimut.
- Malruuk havaktut aadjikotalik aanirutinganik, kihimi maniliuqtangit aadlatqiik manik, piniaqtut aalamik manik utiqtitauyuq.

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Ilaliutigumi akuniraalukmut aaniqtauyuuq naunaitkutangit kiinauyaliriniqmut aittuutilik qanuriliurutikhaq akuniraalukmut manik utiqtitauyuq qanuriliurutinga ihuangittuuq tamainnut havaktunut. Atagumi malruuk ihuigiyauniq hamna qaangani pittaqtuuq ihumagihami hamna piksanganik:

*Malruuk havaktut aadlatqiiknik havaaqaqtut, tamarmik maniliuqtangit aadjikutaanik maniliuqtut pihimayullu aadjikutaanik pusantnga Akuniraalukmut aaniqtauyuuq, tamarmik aadjikutaanik akuniraalukmut inuuhiqminut tamaat manikharvikhat. Atauhiq havaktuuq makaaniyuq taimaa aippaa angayukhiit sikuuqtittiigiyaat. Tamna sikuuqtittii utifaanginarialik havaaminut, talvuuna maniliuqtangit manikhaakhaa pittaqaatalu akuniraalukmut akuniraaluk inuuhiqminut manikharvikhaq. Tamna makaanik havagiaqtulimaigtuuq, maniliuruknaiqhuni, pivaktuqlu akuniraalukmut akuniraaluk inuuhiqminut manikharvikhaq.*

Ihuangittuuq ukunannga angiyumik ilanga tamainnut katimayiitut aadlanguliraigumi nutaamut qanuriliurutikhamut. Naunaiqtakhaq taimaa tamaita aadlat Kaanatamiutat havaktut manik utiqtitauyuq katimayit nuuttut uumannga qanuriliurutikhaq inmikkut piyuq aittuutimit akuniraalukmut aaniqtauyuuq, tamarmik piqaqtut aadlatqiittumik qanuriliurutikhaq talvani akuniraalukmut aaniqtauyuuq aittuutit atayuuq akiliuhiamik-maniirutauyut ikayuutit.

Atauhiq ivalu nivirhaqtaa tamaita Kaanatamiutat havaktinginnik akuniraalukmut manik utiqtitauyuq (manikharvikhaq) ihumaliurutauyut atauttimut: una ivalu ittuuq akuniraalukmut manik utiqtitauyuq akiliqtauyuuq havaktumut taimaa havaktinga pigumiuk kiklikhangit kiklinga aaniarutinganik mamihainiq havakvikminit aanirumi unaluuniit havakviminit aaniaqalirumi kihimi pipkaidjutiyyuq ilakunganik aaniqtauyuuq. Talvani una atuqtaunginnaqtuuq maliganganit, piqaqtuuq qaffnik aadlat angiyumik aadjikutariinginnik. Amihut nunallaangit aadlatqiiktut maniliurutinginni maniirutauyut ikayuutit unalu maniliurutaungittuuq maniirutauyut ikayuutit; tamarmik nutqaqpaktut manikharvikhaq akiliuhiat ukiunguraangat akuniraalukmik havakkumi havaruirutinga; amihullu tunihimmaaqpaktut qanurittumik ikayuutikhamik talvangaanit pipluni manikhaqhuni.

Piyuuq ihivriurutimit tuniyauyuq 2015mi, Piyunnautingani Katimayiingit aullaqtitaa ihivriunniq uuminnga Nutaaq Manikharvikhaq Qanuriliurutikhaq Tukhiutinik (Manikharvikhaq Havauhikhaq). Pinahuaqtanga havauhikhaq naunaiqtauyuuq hamma:

*Nuutiqlugu WSCC uumannga manikharvikhaq akuniraalukmut inuuhiqmut qanuriliurutikhaq piyuq inmikkut uumunnga pusantnga Akuniraalukmut aaniarutiqaqqat aanirumi unalu maniliuqtaminik aaniqtilluni, malruuknut manikharvikhaq qanuriliurutikhaq (aadjikutariyya aippaanut katimayit Kaanatami) tuniyuuq ukununnga: a) maniliurutaungittuuq maniirutauyut (atauhiinaqmik piluni akiliqtakhaq akuniraalukmut aaniqtauyuuq) unalu b) pihimmaaqtuq maniliuqtaminik maniirutauyut ikayuutit (akiliuhianga himmautikhaa/ilanganik) piyuq uumunnga maniirutauyut maniliuqtaminik aktikkulaanga pipkaidjutauyuuq timimitigut ayurhautiqarumi iniqniaqtuuq uumani akuniraalukmik havakkumi havaruirutinga (unaluuniit aadla ihumagiyauniaqtuuq qakugu).*

## **WSCC Nutaaq Manikharvikhaq Qanuriliurutikhaq**

WSCC tadjaa tunivaktuuq manikharvikhat akuniraaluk inuuhiminut uukturiami uumunnga akuniraalukmut aaniarutiqaqqat aanirumi taimaa aanirutinga havakvikmilluuniit aaniarutinga pikpat havaktilluni;

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uumunngaluuniit uukturahuap aippanganut unaluuniit inmikkuuqtut taimaa havakvikmi tuqutaukpat. Uuktuutingit manikharvikhat naunaiqhimayut maligangani *06.01 Pension Entitlement (Manikharvikhaq Pilaarutingani)*, *06.02 Pension Conversions and Advance (Manikharvikhaq Himmautingit Akiliuhiaqtinnagu Akiliqtauyuuq)*, unalu *06.03 Calculation of Permanent Compensation (Naunaiyainiq Akuniraalukmut Manik utiqtitauyuq)*, naipkaqtayut hamna ataani.

Ittut qitqani ittuq 1,100 atuqtauyut manikharvikhaq manik utiqtitauyuq manikhat uumani WSCC qanuriliurutikhaq, piqaqtumi qitqani ittuq akinga \$15 milliat taala atauhiqmi ukiumi, piyuq uumunnga 48pusantnga tamainnit maniit akinganik.

### **Nanminiqutiqaqtukhanut**

Taimaa uukturahuap tikitkumiuk kiklinga aaniarutinganik mamihainiq unalu aaniarutiqaqqat aanirumi ittuq, aaniqtauyuuq ihumagiyaukpat akuniraalukmut. Uukturahuap uuminnga Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) piyuq tatqirhiutimi manikharvikhaq akiliuhiaq naunaiqtauyuuq amihunguqtirhugit tamna PMI, ihumagiyauyuq malikhugu nutaatqiangana titiraqhimaninnga uumannga *Amialikami Aaniarutimut Katimayit Maliktakhanganiq uumunnga Naunaiyainiqmut Akuniraalukmut Aaniqtauyuuq*, 90pusantnganik uuma uukturahuap ilakunga tatqirhiunmi akikhanga. Tamna uukturahuap manikharvikhaq avatqulimaita 90pusantnga uumannga Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR) ukiungani aanirutingani naunaiqtaunganiluuniit.

Taimaa uukturahuap tatqirhiunmi manikharvikhaq ikitqiyaukpat 2.75pusantnga YMIR-mit ukiungani aanirutingani, tamna WSCC angikliyuumiqtait akiliuhianigit mikitqiyauyumut uuminngaluuniit 100pusantnga uumannga uukturahuap ilakunga tatqirhiunmi akikhanga, unaluuniit 2.75pusantnga YMIR-mit.

WSCC-kut ihuarhainnariaqaqtaa manikharvikhaq naunaiqtainnut aadlangurninnga uumani uukturahuap qanurittaakhaanik. Una angikliyuumiqtaaqtuq mikhiluniluuniit akiliuhianga nampanganiq. WSCC-kut akiliqtukhaqlu aadlamik manikharvikhaq manik utiqtitauyuq (avatqumangilluni 90pusantnga uumannga uukturahuap ilakunga tatqirhiunmi akikhanga) taimaa WSCC-kut ihumagigumiuk tamna manikharvikhaq manik utiqtitauyuq piqalluangitpat taimaa: pusantnga uumannga uukturahuap maniliuqtangit aktikkulaanga tamarumiuk, pikmat uumannga Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI), angitqiyaukpat uumannga pusantnga PMI-nganit; unaluuniit uukturahuap ilakunga Atauhiqmi ukiumi Akikhanga aaniqtinngit ihuittumik pingitkumiuk tamna uukturahuap piniaruknaqhiuq maniliuqtangit aktikkulaanga. Qitqani ittuq, una ihuarhidjutinga iliuraqhimayuuq uumunnga 3pusantnga atuqtauyumut manikharvikhaq manik utiqtitauyuq manikhat.

Ilakunga Manikharvikhaq Angikliyuumiqniq (SPI) ihuarhautigiyauyuq WSCC-kut piliuqtuq ittuq manikharvikhaq pihimagiami nuvrutiginiqmut piyunnautinga taafumannga manikharvikhaq. Pigumi angikliyuumiqniq akinga inuuhiqmut, WSCC-kut Angikliyuumiqniit manikharvikhaq akiliuhiat naunaiyaqhimayumit pusantnga January Inguraangat.

WSCC-kut inmikkut angiqpagait uukturahuap apirhuut tamaat manikharvikhaq himmautinga (tamaat manik akiliuhiaq) taimaa uukturahuap Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) itkumi 10pusantnga mikitqiyaugumiluuniit unalu uukturahuap pingitkumi aadlamik manikharvikhaq manik utiqtitauyuq. Apirhuutit



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himmautinganik taimaa uukturahuap Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) angitqiyaukpat uumannga 10pusantnga ihumagiyauyut ataani maligamit *06.02 Pension Conversions and Advances (Manikharvikhaq Himmautingit Akiliuhiaqtinnagu Akiliqtauyuuq)*.

### **Aippat unalu Inmikkuuqtut**

Inmikkuuqtut inuuhimayullu aippat piniaqtuq tatqirhiunmi manikharvikhaq akuniraaluk inuuhiminut. Tamna manikharvikhaq aadjikutariyaa 3.08pusantnga YMIR-mit ukiungani havaktip tuqudjutaanit. WSCC-kut akiliqtuq aadlamik tamaat manik akiliuhiaq aadjikutariyaa uumunnga 30pusantnga YMIR-mit ukiunganit havaktip tuqudjutaanit, ikayuriami aippat qilaminnaaq talvanga havaktup tuqudjutaanit. Aadlat inuuyut aippat, naunaqhimayuuq *Maligami*, pittaaqtuq manikharvikhaq kiklinga tallimanik ublungani havaktip tuqudjutaanit taimaaluuniit inuuyuuq aippanga tuqutpat, kitut hivulliuyuuq.

Piqangitpat inuuyuuq aippanganik piyuuq ikayuutikhaminik, angayuuqqaangit piinarialik maninganik utiqtitauyuuq ihumagiyaukpat tamaat malruuknitluuniit munariyaukpat nutaraq tuquttup havaktup. Taimaa malruungugumik amihulluuniit inuit ihumagigumitkut tamaat aadlanilluuniit munariyauyuuq nutaraq tuquttup havaktup, manik utiqtitauyuuq avvaktitauniaqtuq aadjikutamik tamainnut.

Aaniangittuuq nutaraq ihariagiyuuq havaktumut, ukiuqaqtuuq ataani, ukiuqaqtuuq 19 ataani, pigumi tatqirhiunmi manikharvikhaq aadjikutariyaa uumunnga 0.625pusantnga YMIR-mit ukiunganit havaktip tuqudjutaanit. Tamna tatqirhiunmi manikharvikhaq pihimmaaqniaqtuuq taimaa: tamna nutaraq 19nguqqat; taimaaluuniit tamna nutaraq atiliurhimakpat iliharvikmi tuniyaukpat iliharvikyuamit naunaitkutamik unaluuniit ilihariaqpaallivikmit naunaitkutaqalirumi hivulliqaanganik iniqtirumiluuniit ilihaidjutinganik uumani ilitariyauyumik unaluuniit havaamut ayuirhaqtuuq (kitu hivulliqaangugumi); taimaaluuniit nutaraq timiminik pilimaitpat unaluuniit ihumamitigut pilimaitpat maniliuqtangit inmikkuut (talvuuna tamna nutaraq piniaqtuuq tatqirhiunmi manikharvikhaq akuniraaluk inuuhiminut).

Aadlat inmikkuuqtuuq ilangit piinarialik manimik utiqtitauyuuq taimaa huiqtuuq havaktuuq piqangitpat aippaqangitpat nutaraqangitpalluuniit. Taimaittumi, ihariaginiq kikliqangittuuq inungnut ilagiyaqpiaqtaminut havaktimut. WSCC-kut ihumagigumiuk ihariaginiq-piyuuq pittaarniq atauhiqmit inungmit ikayuqhutik aadlamut piyut.

WSCC-kut ihumagiyauyut ilitariyauyut qanuriliurutingit piliurniaqtut ihariagiyauyuuq aadlamik manik utiqtitauyuuq ilaliutiyuuq kihimi kikliqangittuuq ukununnga: inuuyuuq aippaq ihariagiyuuq aaniarviliaqtukhaq nutaqqangillu ihariagiyut munariyauyukhat aaniarvikmiitlutit; inuuyuuq aippaq nakuungiliqtumik aaniarutinganik; unaluuniit inmikkuuqtuuq nutaraq piqaqtuuq aaniarutimik, ihariagiyuuq ikayuutikhamik havaktimik himmautinganik aaniarvikmi.

Aajikutariniqmut, iluanit nunannganit ihivriurut aadlamik katimayit/Timiqtigiyangit tuniyauyuuq Naunairvikmi A.

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## Nutaaq Manikharvikhaq Qanuriliurutikhaq Tukhiutinik

### A) Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP)

**WSSC Nutaaq Atuqtauyuq:** *NELP ihumagiyaungittuq ataani nutaaq manikharvikhaq qanuriliurutikhaq.*

Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) akiliqtaungittut akiliriami uukturahuaq tammaiyaqtaminik akikhangit, kihimi akiliriami akuniraalukmut aaniarutiqaqqat aanirumi piyuq havakvikminit aaniqtuq aaniarutiqaqqat aaniirumi (PMI) uluriahukninnganut naglikhaaqniqmullu. Akuniraalukmut aaniarutiqaqqat aaniirumi naunaiqhimayuq timimitigut aulapkaiyumiluuniit nakuungiqtuq unaluuniit piiqtauyuq (unalu naunaiqtitauhimayuq) piyuq aaniqtumit ihumamitigulluuniit ihuiqtuq piyuq ayurhautinganit, piiqtauyuquluniit pihimmaaqtuq taimaa talvanga uukturahuaq tikitkumiuk kiklinga aaniarutinganik mamihainiq.

#### Pitquyauyuq

Tuniluni uuminnga Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) talvanngaanit uukturahuaq tikitkumiuk kiklinga aaniarutinganik mamihainiq unalu Akuniraalukmut Aaniarutiqaqqat aaniirumi (PMI) ihumagiyaupkat. Tamna akiliuhiaq inniaqtuq atauhinnaqmik piluni tamaat manik akiliuhiaq piyuq PMI-nganut, tadjja naunaiqhimayuq in *Amialikami Aaniarutimut Katimayit Maliktakhanganik uumunnga Naunaiyainiqmut Akuniraalukmut Aaniqtauyuq*, pipkaidjutiniaqtuq naunaiyaffaarniqmik taimaa aaniqtauyuq nakuungiqpialiqqat.

Pitquyauyuq NELP naunaiyaininnga ayurnainniaqtuq, takunnaqluni, ayurnaittuqlu naunaiyariami. Ihuqtuq hitamauyunut aadlat Kaanatami katimayit, pitquyavut NELP naunaiqtauyuq amihunguutiqlugit tamna uukturahuap Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) uumannga Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR) ukiunganut aanirutingani naunaiqtauninnganiluuniit.

#### Uuktuutigiyauyuq:

*Tamna qitqani ittuq Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) iliuraqhimayuq uumunnga WSSC uuktuqtut 2020mi 4pusantnguyuuq. Piyuq 2020 YMIR uuminnga \$94,500, qitqani ittuq NELP akiliuhiaq inniaqtuq \$3,780. Naunairiami, uukturahuaq taliqpiani kublunga kipluqtaupkat 2020mi piniaqtuq 11pusantnga Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) pipkaidjutauyuuq uumani Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) akiliuhiaq uuminnga \$10,395.*

Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) akiliuhiat uumani una Pitquyauyuq ihuarniaqtuq tamainnut uuktuqtut. Piiqtait aadlamik nutaaptikni qanuriliurutikhaq akiliqtait uuktuqtut aadlatqiimik PMI-mut piyuq maniliuqtaminik. Ihuittuq ihumaginiq nutaaptikni naunaiyainiq tamna uukturahuap maniliuqtangit maniirutauyut talvanga piyuq PMI-nganut. Ihumagiyaminik mallauyuq tamna 11pusantnga Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) pipkaidjutiniaqtuq 11pusantnga maniliuqtangit maniirutauyut, ihuangittuq taimaa atauhiq uukturahuaq inmikkuuqtuq kubluminut havagiami aippaatauq

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havangitkumi. Tadj, piniagtut 11pusantnga ilakunganit tatqirhiunmi akikhanga uumunnga Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR) akuniraaluk inuuhiminut taimaa atauhiq utiffaaqtaarumi havaaminut, piittumik maniliuqtangit maniirutauyut, aippaatauq utiffaalimaittuq aaniqtinnagu havaaminut.

Uumani nutaaq manikharvikhaq qanuriliurutikhaq tukhiutinik akuniraalukmut manikmut maniirutauyut (maniliuqtangit maniirutauyut), ingattarumiluuniit uumani uukturahuap maniliuqtangit aktikkulaanga, piyuq havakvikminut aaniqtauyuuq aaniaqtuqluuniit ihumagiyauniaqtuq avaliittumik. Talvani piqangitpat maniliuqtangit maniirutauyut, Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) avaliinniaqtuq manikharvikhaq ikayuutinga akiliuhiaq; pigumi maniliuqtangit maniirutauyut uukturahuap piniagtut NELP uuminngalu pihimmaaqtumik Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutinga.

## **B) Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB)**

### **WSSC Nutaaq Atuqtauyuuq**

*Uuktuqtut piqaqtuq Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) aittuqtauyut uuminnga tatqirhiunmi manikharvikhaq akuniraaluk inuuhiminut naunaiqtauyuuq amihuqtiqtiplugu tamna uukturahuap PMI uuminnga 90pusantnga ilakunganit tatqirhiunmi akikhanga kiklinganut YMIR-mit ihuarhaqtauyut atauhiqmi ukiumi.*

Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) akiliqtauyut uukturahuqaqtumut piqaqtuq akuniraalukmut aaniarutiqaqqat aanirumi tikikumiuk kiklinga aaniarutinganik mamihainiq, pihimmaaqhimayuqlu pilluarninnga unaluuniit itqurnarutauyuuq maniirutauyut uumannga maniliuqtangit aktikkulaanga talvanga tamaita nakuuyut havaamut mamihaidjutinga akhuurninnga atuqtaugumik. Ilangit nunallaat akiliuhiangit pihimmaaqtuq maniliuqtangit maniirutauyut ikayuutit piliungittuq aadlatqiiniqmik ukunannga maniliuqtangit maniirutauyut pitinnagu (naittumik) talvangaanillu (akuniraalukmut) kiklinga aaniarutinganik mamihainiq.

### **Pitquyauyuq**

Tuniluni uuminnga Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutinga (ELB) ihumagiyauyuuq taimaa Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) hivulliqaami ilitariyauyuq. Pitinnagu Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) aittuutimik, maniirutauyut maniliuqtaminik akiliqtauniaqtuq ataani nutaaq uuktuutit Tadjakaffuk Atauttimut unaluuniit Tadjakaffuk Ilanganik Timimitigut Ayurhauutilik ikayuutit.

Tamna Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutinga (ELB) naunaiqtauniaqtuq piyuq 90pusantnga aadlatqiinganit uumannga uukturahuap aaniqtinnagu ilakunga qitqani ittuq maniliuqtaminik unalu aaniruirumi pilluarninnga unaluuniit ilakunga itqurnarutauyuuq maniliuqtaaqtanginik, kitu angitqiyauyuq, aadjikutariyaanga uumannga 50pusantnga kitut ilakunga Kaanatami Manikharvikhaq Ihumaliurut Timimitigut Ayurhauutiligut ikayuutit piyut akiliqtaaqtumut aanirutinganik, uumunnga Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR). Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) ihuarhinaqtuq atauhiqmi ukiumi aadjikutariluni nutaamut atuqtaminik uumunnga Ilakunga Manikharvikhaq Angikliyuumiqniit.

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Maniliuqtaminik naunaiyaqtaraluangat Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) inmikku ihivriuqtauniaqtuq pittaamtum ihuarhainiq 24 tatqirhiutini hivulliqpaanganit ublunganit, talvanngattauq piffaaqluni 36nit tatqirhiutinit taimaarumi 24-tatqirhiutit ihivriurut. Ikayuutit ihivriuqtauniaqtuq ihumagigumiuk ihariagiyauyuq uumannga WSCC-kut, apirigumiukluuniit uumannga uukturahuaq piqarumi hunavalukmik aadlangurumi qanurittaakhaanik.

Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) pihimmaaqniaqtuq taimaa uukturahuaq piirumi maniirutauyut maniliuqtaminik, taimaaluuniit uukturahuaq pittaarumi uuminnga Kaanatap Kavamanga Inutquanguqtut Manikhangit (OAS) manikharvikhaq (tadja 65). Kihimi, taimaa havaktuq malruuknik ukiunik tikingitkumiuk piittaarninnga OAS-mik (tadja 63) avatqumayaaluuniit aaniqtilluni naunaiyaqtautinga havaktup pittaamtuq ELB-mik taimaa 24nut tatqirhiutinut.

Havaktut piyut Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) pittaamtullu uuminnga akuniraalukmik havakkumi havaruirutinga ikayuutinga ikayuriami ikikliyuumiriami maniirutauyut uuminnga akuniraalukmik havakkumi havaruirutinga manik taimaa ELB nungutpat. Una ikayuutinga aadjikutariniaqtaa uumunnga 10pusantnga atauttimut ELB akiliqtauyuq inuuhinganut manikharvikhanganit, unalu angikliyuumiqtuq ilalutininnga. Taimaa katitqihimayut maniit ikitqiyugumi Ukiup Kiklinga Akiliqtaamtuq Akikhanga (YMIR) ukiunganit akiliqtauniaqtuq, akiliuhiaq piliuqtauniaqtuq tamaat manik uukturahuaqtumut. Taimaa katitqihimayut maniit avatqumagumiuk una maniit, uukturahuaq niuviqtukhaq manikhamik hilataanit maniliuqniqmut timiqutigiyanganik piimayamiknit. Piqangittuq pittailiniqmik qanuriliurutinganut manik niuviqtanganik. Taimaa uukturahuaq huirumi pitinnagu akuniraalukmik havakkumi havaruirutinga ikayuutinga, qanuriliurutinga tuqudjutinga pingitpat akiliqtauttaamtumik aanirutinganik, tamna manik hanianungaqhimayuq akiliqtauniaqtuq tikkuaqtauyumut manikhaqtukhaq tuqudjutinganit. Taimaa qanuqtut tuqudjutinga pigumi akiliqtauttaamtumik aanirutinganik, akuniraalukmik havakkumi havaruirutinga ikayuutinga nuutiqtauniaqtuq ilanganik uumannga inmikkuuqtuq ikayuutit.

### **Uuktuutigiyayuq:<sup>1</sup>**

*Uukturahuaq, ukiulik 45, aittuqtauyuq 11pusantnga Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) piyuqlu Maniirutaungittuq Maniirutauyut Akiliuhiaq (NELP) akiliuhiaq uuminnga \$10,395. Aaniqtinnagu uukturahuaq ilakunga qitqani ittuq atauhiqmi ukiumi maniliuqtaminik ittuq \$80,000. Iniqtirumi havaamut mamihaidjutinga utiffaalirumilu ihuaqtumut havaamut, uukturahuaq ilakunga maniliuqtaminik ittuq \$60,000. Tatqirhiunmi akuniraalukmut maniliuqtangit maniirutauyut ikayuutit ittuq naunaiqtauyuq uumunnga havaktumut ittuq  $(\$80,000 - \$60,000) * 90 \text{pusantnga} / 12 = \$1,500$  atauhiqmi tatqirhiutimi. Una havaktumut pittaamtuq Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) taimaa ukiuqaliqqat 65, akiliqtauyuq atauttimut manikmik \$360,000. Taimaa havaktumut 65nguuqat Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) taimaaqtauyuq unalu havaktumut pittaamtuq uuminnga akuniraalukmik havakkumi havaruirutinga ikayuutinga. Tamna katitqihimayut akuniraalukmik havakkumi havaruirutinga ikayuutinga naunaiqtauyuq uuminnga \$43,422. Atauttimut manikharvikhaq akinga uumunnga manikhaq inniaqtuq \$413,817.*

<sup>1</sup> Ayurnairiami una uuktuutinga ilaliutingittuq atauhiqmi ukiumi ihuarhainiq CPI-mut unaluuniit WSCC aadjikutariyaa uumannga ilakunga manikharvikhaq angikliyuumiqniq (SPI), Kaanatami Manikharvikniqmut Ihumaliurut Timimitigut Ayurhauiliknut (CPPD) piyaqtauninnga, aadlatluuniit aadlangurninngit uumani maniliuqtaminik.

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*Ataani nutaapta nutaaq qanuriliurutikhaq, una uukturahuaq tuugumi ukiuqaqtumi 80, tatqirhiunmi manikharvikhaq akiliuhiaq inniaqtuugaluaq  $((\$80,000 * 90 \text{pusantnga}) * 11 \text{pusantnga}) / 12 = \$660$  atauhiqmi tatqirhiutimi. Tamna atauttimut manikharvikhaq akinga uumunnga manikhaq avatqumayut 35 ukiunik inniaqtuugaluaq \$277,200.*

Ataani nutaaq qanuriliurutikhaq ihumagiyauninnga tamaita havaktut piqaqtuq Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) maniliuqtaminik maniirutaayut, taimainngittuq. Piyuq ihivriunqinnganik nutaamik manikharvikhat naunaiqtayuq avatqumayuq 85pusantnga manikharvikhaq uuktuqtut utiffaqtut havaaminut piittumik akuniraalukmut maniliuqtangit maniirutaayut. Naunaiyariami ayurhautinga ihumagiyyut piqaqtuq 100 akiliqtaqtuq uuktuqtut aadjikutaanik qanuriliurutinga uuktuutimit hamna qaangani, aturluni qayagittiaqtumik itqurnarutaayuq uuminnga 60pusantnga piqangittuq maniliuqtangit maniirutaayut. Tamna atauttimut manikharvikhaq akinga ataani nutaaq qanuriliurutikhaq uumunnga 100 havaktut inniaqtuq \$17,176,380. Ataani nutaaq qanuriliurutikhaq atauttimut manikharvikhaq akinga inniaqtuq \$27,720,000. Una qanuriliurutinga uumani \$10.5 milliat akinga atungitait ataani nutaaq qanuriliurutikhaq pitillugu angikliyuumiqniqd ikayuutit havaktumut piqaqtuq pilluarninnga maniliuqtangit maniirutaayut.

### **C) Akhuurninnga Itqurnarutaayunit Maniliuqtaaqtanginik**

#### **WSSC Nutaaq Atuqtauyuq**

*Taimaa naunaiyaininnga Akuniraalukmut manik utiqtitayuq pingittuq tadjia piyuq maniirutaayut maniliuqtaminik, unaluuniit maniliuqtangit aktikkulaanga, piqangittuq naunaiqhimayuq qanuriliurutikhaq naunaiyariami itqurnarutaayuq maniliuqtaaqtanginik.*

Amihuuninngit piyut maniliuqtangit maniirutaayut ihumagiyaupat naunaiyaqhgut uukturahuap ilakunga qitqani ittuq maniliuqtaminik aaniqtinnagit pilluarninnganut ilakunga maniliuqtaminik aaniruiqtamini. Ilaani, talvani uukturahuaq utiffaalimaiqqat aaniqtinnagu atan'nguyanganut havaaminulluuniit, akhuurninnga piluqtauyukhaq huna uukturahuaq itqurnarutaayuq pittaqtuq maniliuqtangit, ihuaqtumi havaamut aanirumi. Naunaiqhimayuq talvangaanit ayuittiaqtut aadlani nunallaat, ihumagiyyuq maniliuqtaminik atauhiyuq ayurnatqiaq qanuriliurutingit uumunnga maniliuqtangit maniirutaayut qanuriliurutikhaq. Talvuuna, tamaat ihivriurut iniqtauyuuq ihuaqtuqlu Pitquyayuq uumunnga ilanga ilangani B (Akuniraalukmut Maniliuqtangit Maniirutaayut Ikayuutit) tuniyayuq.

#### **Pitquyayuq**

Tuniluni uuminnga havaanga talvani WSSC-kut naunaiqtaaqtaa uukturahuap maniliuqtaaqtanginik taimaa uukturahuaq piqaqtuq Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI), unalu havaamut mamihaidjutinga pinahuarut, unaluuniit nakuuyut havaffaaliqtuq akhuurninnga, utiffaalimaiqqat uukturahuaq talvunga ihuaqtumut havaamut piiyaqtaa maniliuqtangit maniirutaayut.

Kingulliqpaami piyakhaq, tamaita nakuuyut havaamut mamihaidjutinga unaluuniit havaffaalirninnga pidjutikhat nutqaqtaupata, WSSC-kut itquqtaaqtaait tamna uukturahuap maniliuqtaaqtanginik ihuaqtumi havaaq unalu/unaluuniit havaanga. Una itqurnarutinga inniaqtuq ihumagiyauniaqtuq taimaa: humaangittuq pittaarninnga, uukturahuaq ilaungitpat havaamini; unaluuniit uukturahuaq pilimaitpagu ihuaqtuq havaaq; unaluuniit uukturahuaq ilaukpat havaamini pingitpat kiklinganit maniliuqtangit aktikkulaanga.

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Naunaiyariami ihuaqtumik havaaq WSCC-kut ihumagiyakhait: uukturahuap aulapkainginnarialik pittaarniq; uukturahuap havaanga-piyuq pittaqaqtaminik, ayuitaminik, aliagiyanginniklu; havaakhat qanuriliurutingit unalu piniaruknaqhiyuq una uukturahuap hapummiutigiami pihimagiami havaamik; malikhugu ihuaqtumut inuup pilaarutinganut maligat, ittutlu havaangungittunut piyut qanuriliurutingit uukturahuap pittaqaqtuq, unalu aadlat inuup pilaarutimut-piyut aadlangurninngit ihariagiyanganik.

WSCC-kut aturniaqtut avikturhimayumi, kaanatami, unalu/unaluuniit ihuaqtumik atan'nguyaq ikayuutikhaq ilitarigiami ihuaqtumik havaakhaq inniaqtuq nutaami havaamit. Akiliuhiangit naunaitkutangit iliuraqhimayuq ihuaqtumut havaamut inniaqtuq piyuq ilitariyayumut ihuaqtuq havaamut pivikhaqautingit, katimayit akingit, unaluuniit akinga naunaitkutangit uumani Kaanatami Qablunaat nunagiyanganik Ukiuqtaqtumiluuniit talvani uukturahuap nunaqaqtuq. Talvani uukturahuap nunaqaqtuq hilataani Kaanatamit, unaluuniit akiliuhianga naunaitkutanga pilimaitpat, Kaanatami akiliuhianga naunaitkutinga inniaqtuq atuqtauniaqtuq.

Taimaa uukturahuap timimitigut ayurhauqarumi havagiami taimaa pingahunik ikaarnimik atauhiqmi ublungani, tamna uukturahuap inniaqtuq ihumagiyayuuq pittaqaqtuq maniliuqtangit mikitqiamik akiliuhianganik. Iliurailirumi nutaaq havaanga talvani uukturahuap piqangittuq hivulliqpaamit ayuitaminik akiliuhianga inniaqtuq piyuq uumani qitqani ittuq tunngavingani itirviutingani akiliuhianganik. Uuktuqtumut talvani havaamut mamihaidjutinga ihumaliurutinga piliurhimayuq ihuarhigiami angikliyuumiriama nuuttaqtumiluuniit ayuittiarniq, itqurnarutauyuq maniliuqtaqtanganik inniaqtuq qitqani-ittuq naunaitkutangani.

### **Inuulrammiit, Nutaat, Havaktullu Uttaimaafaaliqtut Havakvimut**

WSCC ilitarittaqaqta aadlittuq qanuriliurutingit inuulrammiit havaktinginnut ukiuqaqtut ataani 25, unalu/unaluuniit havaktup havalihaaaliqtut havaffaarahualluuniit, ihivriuqlugit maniiyaqtainnik ikayuutit inmikkuuqhugit piplugit. Ilaani maniiurutingit ikayuutit naunaiqtauyukhaugaluat piyuq aadlatqiinganit ukunanit pittaqaqtumik maniliuqtaminik unalu aaniqtinnani ilakunga maniliuqtaminik unaluuniit aanirumi ilakunga pilluarninnga maniliuqtaminik, kitu angitqiyayuuq. Ikayuutit ihuarhittaaqtuq ihuaqtumik taimaa: uukturahuap ukiuqaqqat ataani 25 talvani aaniqmat; unalu/unaluuniit piliurhimayuq ataani atuqtaunginnaqtut qanuriliurutingit tamna uukturahuap maniliuqtaminik angikliyuumiqniaruknaqhiuq ilaliutiniaqtut hapkunanik: angirutauyuq ilihaidjutimut talvani aaniqmat; iniquyuliqtaq ilihaidjutinganik talvani aaniqmat; unalu/unaluuniit tuniyayuuq havaakhaminik. Talvani pittaqaqtumi maniliuqtaminik atuqtauniaqtuq maniliuqtaminik naunaiqtauniaqtuq atauhiuyumi malruuknik piqaqtumik:

- 1) Piqarumi ihuaqtumik havaamut ihumaliurutikhamik talvani aaniqmat uukturahuap pittaarninnga maniliuqtaminik itqurnarutauniaqtuq atuqtaunginnaqtumi itirutinganut akinganik talvunga havaamut. Taimaa itirutinganut-pidjutinga akinga ihuaqtumut havaamut ihumaliurutinga ikitqiyaukpat 50 pusanmit YMIR-mit pittaqaqtuq maniliuqtaminik itqurnarutauniaqtuq 50 pusanmit YMIR-mit.
- 2) Piqangitpat ihuaqtumik havaamut ihumaliurut itpat talvani aaniqmat uukturahuap pittaqaqtuq maniliuqtaminik itqurnarutauniaqtuq 50 pusanmit YMIR-mit.

## Uuktuutigiyauyuq:<sup>2</sup>

2020mi uukturahuaq, ukiulik 21 nunaqaqtut Nunatsiaqmi, havaktuq auyami havaami Nunatsiaqmi ilihiaqtillugu maligaliriniqmut ilihiaqtuq talvani aaniqmat. Tamna auyami ilihiaqtuq ittuq ilakunga atauhiqmi ukiumi maniliuqtaminik ittuq \$20,000, 50 pusan Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) naunaiqtauyuuq, ilihiaqniqmut pinahuarut iniqtiqtauyuuq, unalu uukturahuaq ilaliutiyuuq ihuaqtumut havaakhaq piqaqtumik aanirumi ilakunga maniliuqtaminik uuminnga \$50,000. Itirutinga-pidjutinga atauhiqmi ukiumi ilakunga maniliuqtaminik apirhuqviki ikayuqtikhamik Nunatsiaqmi \$80,000nguyuuq.

Ataani nutaaq qanuriliurutingit uukturahuap manikharvikhanga akuniraalukmut inuuhiminut naunaiqtauniaqtuq uuminnga  $((\$20,000 * 90 \text{ pusannga}) * 50 \text{ pusan}) / 12 = \$750$  atauhiqmi tatqirhiunmi. Taimaa uukturahuaq inuukpat ukiuqaqtumut 80, atauttimut manikharvikhanga akinga inniaqtuq \$531,000.

Ataani pitquyauyuq nutaat qanuriliurutingit, piittumik ihuaqtuq ihumagiyauniq inuulrammiinut, nutaat, unalu/unaluuniit havakingit uttamaafaaliqtut havakvikmut, piqarniaqtuq atauhinnaqmik piluni Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) uuminnga  $(\$94,500 * 50 \text{ pusan}) = \$47,250$ . Taimaa aanirumi pilluaqtanga ilakunga maniliuqtaminik angitqiyauyuq uumannga aaniqtinnani ilakunga maniliuqtaminik piqarniaqtuq Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB).

Ataani pitquyauyuq nutaat qanuriliurutingit, uuminnga ihuaqtuq ihumagiyauniq inuulrammiinut, nutaat, unalu/unaluuniit havakingit uttamaafaaliqtut havakvikmut, piqarniaqtuq atauhinnaqmik piluni Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) ikayuutikhaq uuminnga \$47,250, unalu Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) taimaa ilakunga pittaaqtuq maniliuqtaminik angitqiyaukpat uumannga aaniqtinnani ilakunga maniliuqtaminik  $((\$80,000 - \$50,000) * 90 \text{ pusannga}) / 12 = \$2,250$  atauhiqmi tatqirhiunmi. Havaguiqpiqahimayuuq ikayuutit piniaqtuqlu. Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) pihimaaqniaqtuq uumunnga tamna uukturahuaq piqaruirumi manirutigiyait maniliuqtaminik, imaatut ittuq havakhimaaqtuq taimaa nutqaqtitaullakhimapluni, unaluuniit taimaa uukturahuaq ukiuqalirumi 65, kitu tikikhaaqtaa.

Naunaiyainiq piqaqtumik 5-ukiunik nutqallaktuq uumani uukturahuap havaakhaminut:

- Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) = \$47,250
- Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) = 60 tatqirhiutit uuminnga \$2,250/tatqirhiut = \$135,000
- Havaguiqpiqahimayuuq ikayuutikhaq = \$15,795
- Atauttimut Manikharvikhanga Akinga = \$198,045

<sup>2</sup> Ayurnairiami una uuktuut ilaliutingittuq atauhiqmi ukiumi ihuarhainiq CPI-mut unaluuniit WSCC aadjikutariyaa ilakunga manikharvikhaq angikliyuumiqtuq (SPI), Kaanatami Manikharvikniqmut Ihumaliurut Timimitigut Ayurhauutiliknut (CPPD) manik piyaqtauyuuq, aadlalluuniit aadlangurniit maniliuqtaminik, unalu 2020 Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR) uuminnga \$94,500 atuqtauyuuq.

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*Naunaiyainiq piqaqtumik 10-ukiunik nutqallaktuq uumani uukturahuap havaakhaminut:*

- *Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) = \$47,250*
- *Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) = 120 tatqirhiutit uuminnga \$2,250/tatqirhiut = \$270,000*
- *Havaguiqiaqhimayuq ikayuutikhaq = \$31,590*
- *Atauttimut Manikharvikhanga Akinga = \$348,840*

*Naunaiyainiq taimaa uukturahuap havalimaiqqat, ELB akiliqtauyuuq ukiuqalirumi 65:*

- *Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) = \$47,250*
- *Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) = 528 tatqirhiutit (44 ukiunik) uuminnga \$2,250/tatqirhiut = \$1,188,000*
- *Havaguiqiaqhimayuq ikayuutikhaq = \$138,996*
- *Atauttimut Manikharvikhanga Akinga = \$1,374,246*

## **D) Inmikkuuqtuq Ikayuutit**

### **WSSC Nutaag Atuqtauyuuq**

*Aippanga – Tamna aippanga pittaaqtuq uuminnga atauhinnaqmik piluni tamaat piluni akiliuhiakhaq akiliuhiaq aadjikutariyaa uumunnga 30pusantnga YMIR-mit (\$28,350 piyuq uumannga 2020 Ukiup Kiklinga Akiliqtaaqtuq Akikhanga), unalu tatqirhiunmi manikharvikhanga akuniraalukmut inuuhiminut aadjikutariyaa uumunnga 3.08pusantnga YMIR-mit uumani ukiunik uumannga havaktup tuqudjutinga (\$2,910 piyuq uumannga 2020 Ukiup Kiklinga Akiliqtaaqtuq Akikhanga).*

*Ihariagiayuuq Nutaqqangit – Nutaraq ihariagiayuuq havaktumit, ataani 19 ukiuqaqtuq, piyuq tatqirhiunmi manikharvikhanga aadjikutariyaa uumunnga 0.625pusantnga YMIR-mit uumani ukiunik uumannga havaktup tuqudjutinga (\$590 piyuq uumannga 2020 Ukiup Kiklinga Akiliqtaaqtuq Akikhanga). Ikayuutikhaq hivumuuqniaqtaa taimaa ukiumut 19 taimaa nutaraq atilurhimakpat iliharvikmi nungulunilu tuniyaukpat naunaitkutamik hivulliqpaamut iniqtirumiluuniit ilihaidjutinganik unaluuuniit havaamut ayuirhayuq.*

### **Pitquyayuuq**

Pihimagiami pinahuaqtaminik una tukhiutimik aadlangurninnga pitquyayuuq aippanganut nutaqqaminullu akiliuhiat. Tukiliurutingit aippanga nutaqqangillu aadlangulimaittut; kitkut pittaaqtut akilirhikhanganik aadlangulimaittuq.

Aadlanguriami nutaqqamut ikayuutit uumunnga qanuriliurutingit piyuq uumannga maniliuqtaminik maniirutigiyait atauttimut qaffi taala akiliqtauyuuq avatqumangittukhaq 90pusantnga uumannga huiqtuq havaktup ilakunga aadjikutariyayuuq maniliuqtaminik. Ataani nutaaq qanuriliurutingit nutaraq akiliuhiat piyuq uumannga Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR) piqangittuq kiklinga uumunnga atauttimut qaffi taala akiliqtauyuuq. Amihunik nutaqqat, aadlatqiinguyullu ilanginnut tunngavingit, qaffi taala nutaaq akiliqtauyuuq angitqiyauttaqtuq uumannga huiqtuq havaktup ilakunga aadjikutariyayuuq maniliuqtaminik. Una qaangiutiyaa pinahuaqtanganik uuminnga maniliuqtaminik maniirutigiyait pidjutingit, taimaa iluittunguriami maniliqinirmut munarininnga nutaqqanut.



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Pitquyauyuq nutaqqat ihumagiyauyukhat iluittumik, unalu ikayuutit ihuarhaqhimayuq naunairiami ihuaqtumik tuniqhaiyut uuminnga 90pusantnga uumannga huiqtuq havaktup ilakunga aadjikutariyauyuq maniliuqtaminik unalu akuniraalukmut maniliuqtaminik maniirutigiyaik ikayuutit pittaarumi. Tuniqhaininngit, talvangaanit ilitarigumiuk tamaita ayurhaqtitauyut nutaqqat inniaqtuq tatqirhiunmi akiliuhiat aadjikutariyaa uumunnga:

- Ihariagiyut Nutaqqat: 10pusantnga ilakunganit aadjikutariyauyuq maniliuqtaminik ukiuqalirumi 19.
- Munaqtiuyut (ilaliutingittut Hivulliqpaanga Aippanga): 10pusantnga ilakunganit aadjikutariyauyuq maniliuqtaminik taimaa nukarhitqiaq nutaraq munariyangat 19nguqqat.
- Aadlat Aippanga (piyuq uumannga naunaiqtut manikmik ihariagiyuq): uumunnga 20pusantnga ilakunganit aadjikutariyauyuq maniliuqtaminik taimaa havaktuq 65nguqqat (taimaa Aadla Aippanga piqangittuq naunaittumik manikmut ihariagiyuq, kihimi munaqtiuyut ihariagiyauyuq nutaqqangit, ihumagiyauniaqtuq Munaqtinginnaqmik).
- Adlat Nutaqqat (ukunatitut Ihariagiyauyuq Angayuqqaq) (piyuq uumannga naunaittuq manikmik ihariagiyuq): uumunnga 10pusantnga ilakunganit aadjikutariyauyuq maniliuqtaminik taimaa havaktuq 65nguqqat.
- Hivulliqpaanga Aippanga: 90pusantnga ilakunganit aadjikutariyauyuq maniliuqtaminik mikitqiaq atauttimut pusannga tuniyauyuq tamaita aadlanut ilitariyauyut nutaqqat taimaa havaktuq 65nguqqat.

Mikitqiaq tuniyauyuq uumunnga Hivulliqpaanga Aippanga inniaqtuq 50 pusannt uumannga huiqtuq havaktup ilakunga aadjikutariyauyuq maniliuqtaminik. Taimaa tuniqhaininnga ilitariyauyunut nutaqqat pipkaidjutiyuq uumani Hivulliqpaanga Aippanga piyuq ataani mikitqiamit, talvanna Hivulliqpaanga Aippanga piyuq 50 pusanntmik, tamaitalu aadlat atuqtaulluangittut piyuq uumannga pusannga tuniqhaininngit. Qanuriliurutinga inniaqtuq atauttimut tatqirhiunmi akiliuhiaq, piyait tamaita nutaqqat, kiklinganut uuminnga 90pusantnga uumannga huiqtuq havaktup ilakunga aadjikutariyauyuq maniliuqtaminik.

Hivulliqpaanga Aippanga piniaqtutlu tamaat piluni akiliuhiakhaq akiliuhiaq 30pusantmik YMIR-mit ikayuriami nuutiqninnganik, pittaaqtut ataani nutaaq qanuriliurutingit. Tatqirhiunmi akiliuhiangit, naunaiqhimayuq hamna qaangani, inniaqtuq ikikliyuumiqtuq 50 pusanntmik kitunik ilakunga Kaanatami Manikharvikniqmut Ihumaliurut (CPP) ikhinnaqtauyuuq ikayuutit akiliqtauyuuq talvunga pikmat uumannga tuqudjutinga, nungulunilu ublungani tamna huiqtuq havaktuq 65nguqqat. Hivulliqpaanga Aippanga pittaaqtuq aadjikkutaanut havaguiqpiqhimayuq ikayuutikhaq havaktumut: 10pusantnga atauttimut Akuniraalukmut Maniliuqtaminik Maniirutigiyaik ikayuutit akiliqtauyuuq inmikmut, unalu katitiqtauyuuq ilaliutiyuq akiliqtakhangani, akiliqtauyuuq ublungani havaktuq 65nguqqat niuvrutinganik manikhangani. Taimaa havaktuq pigumi havaguiqpiqhimayuq ikayuutit tuqudjutingani, unalu Hivulliqpaanga Aippanga tikkuqaqtayuuq taimaa manikhaqtitauyukhaq, aippaa havaguiqpiqhimayuq ikayuutikhaq aittuutingit inniaqtuq piyut manikmut tutqurhimayuq havaktumut.

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Tatqirhiunmi akiliuhiat nutaramut nutaaqqangit pittaqaqtuq taimaa ukiuqaliqqat 19, uumunnga ukiuqaliqqat 25, taimaa nutaraq ilihaliqqat taimaa pigumitkut hivulliqpaaq naunaitkutanga iliharutimut naunaitkutanganik, iniqtirumiluuniit ilihaqtaminik.

### **Uuktuutigiyauyuq 1:<sup>3</sup>**

*Havaktuq tuqugumi 2020mi havakvikmini aanirumi ukiuqaqtilluni 50; ilakunga aadjikutariyauyuq maniliuqtaminik talvani ittuq \$80,000. Havaktup aippanga ukiuqalirumi 48, atauhiqtauq ihariagiyyuq nutaraq ukiuqalirumi 15 ublungani uumannga aaniqtauuyuq. Una tuqudjutinga pingittuq ittumik akiliqtautaaqtuq manikhanganik. 2020 Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR) ittuq \$94,500, nutaraq iliharutanganik iniqtiqtuq iliharvikyuamit ukiuqaqhuni 23.*

*Ataani nutaaq qanuriliurutingit aippanga piniaqtuq tamaat piluni akiliuhiakhaq akiliuhiaq uuminnga  $(\$94,500 \times 30 \text{pusantnga}) = \$28,350$ , unalu manikharvikhanga uuminnga  $(\$94,500 \times 3.08 \text{pusantnga}) = \$2,910$  atauhiqmi tatqirhiunmi akuniraalukmut inuuhiminut. Tamna ihariagiyyuq nutaraq piniaqtuq manikharvikhanga uuminnga  $(\$94,500 \times 0.625 \text{pusantnga}) = \$590$  atauhiqmi tatqirhiunmi 8 ukiunik. Atauttimut manikharvikhanga akinga uumunnga manikhamut, taimaa aippanga inuugumi ukiuqaqtumut 80, inniaqtuugaluaq \$1,202,430.*

*Ataani pitquyauyuq nutaat qanuriliurutingit, aippanga piinarniaqtuq tamna \$28,350 tamaat piluni akiliuhiakhaq, aippangit maniliuqtaminik maniirutigiyait ikayuutikhaq inniaqtuq  $(\$80,000 \times 80 \text{pusantnga}) / 12 = \$5,333$  atauhiqmi tatqirhiunmi 15 ukiunik (taimaa havaktuq 65nguqqat), unalu havaguiqpiqahimayuuq ikayuutikhaq inniaqtuq \$98,280. Tamna ihariagiyyuq nutaraq piniaqtuugaluaq manikharvikhanga uuminnga  $(\$80,000 \times 10 \text{pusantnga}) / 12 = \$666$  atauhiqmi tatqirhiunmi 8nik ukiunik. Atauttimut manikharvikhanga akinga uumunnga manikhamut inniaqtuugaluaq \$1,150,506.*

### **Uuktuutigiyauyuq 2:**

*Aadjikutaa hamna qaanganit, kihimi tamna tuqudjutinga qanuriliurutauyuq pitinnagu akiliqtaaqtuq manik. Tamna uukturahuaq piqaqtuq 50 pusant Akuniraalukmut Aanarutiqaqqat Aanirumi (PMI) piliurhimayuuq 2015mi. Tamna uukturahuap aaniqtinnani ilakunga maniliuqtaminik ittuq \$80,000, unalu aanirumi pilluaqtanga ilakunga maniliuqtaminik ihuaqtumik havaamut ittuq \$30,000.*

*Ataani nutaaq qanuriliurutingit, uukturahuaq piniaqtuugaluaq tatqirhiunmi manikharvikhanga uuminnga  $(\$80,000 \times 90 \text{pusantnga}) \times 50 \text{pusant} / 12 = \$3,000$  tallimanut ukiunik tuqutinnagu. Talvanngaanit uukturahuap tuqudjutinga aippanga piniaqtuugaluaq tamaat piluni akiliuhiakhaq akiliuhiaq of \$28,350, unalu manikharvikhanga uuminnga \$2,910 atauhiqmi tatqirhiunmi akuniraalukmut inuuhiminut. Tamna ihariagiyyuq nutaraq piniaqtuugaluaq manikharvikhanga uuminnga \$590 atauhiqmi tatqirhiunmi 8 ukiunik. Atauttimut manikharvikhanga akinga uumunnga manikhamut, taimaa aippanga inuugumi ukiuqaqtumut 80, inniaqtuugaluaq \$1,382,430.*

<sup>3</sup> Ayurnaittumik hapkuat uuktuutigiyauyut ilaliutingittut atauhiqmi ukiumi ihuarhainiq uumunnga CPI unaluuniit WSCC aadjikutariyaa uuminnga ilakunga manikharvikhanga angikliyumiqniq (SPI), CPP manik piyaqtauuyuq, aadlatluuniit uumani maniliuqtaminik.

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*Ataani pitquyauyuq nutaat qanuriliurutingit, uukturahuaq piniaqtuugaluaq tatqirhiunmi Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) of  $((\$80,000 - \$30,000) * 90 \text{pusantnga}) / 12 = \$3,750$  tallimanut ukiunik tuqutinnagu aittuutilu inniaqtuugaluaq piliurhimayuq uumunnga havaguiqpiqhimayuq ikayuutikhaq. Talvangaanit uukturahuap tuqudjutinga aippanga piniaqtuugaluaq tamaat piluni akiliuhiakhaq akiliuhiaq uuminnga \$28,350, aippangalu maniliuqtaminik maniirutigiyait ikayuutikhaq uuminnga  $((\$45,000 + \$30,000) * 80 \text{pusantnga}) / 12 = \$5,000$  atahiqmi tatqirhiunmi 15 ukiunik (taimaa havaktuq 65nguuqat), unalu atauttimut ilaliutihimayuq havaguiqpiqhimayuq ikayuutikhaq uuminnga \$116,662. Tamna ihariagiyuq nutaraq piniaqtuugaluaq manikharvikhanga uuminnga  $((\$45,000 + \$30,000) * 10 \text{pusantnga}) / 12 = \$625$  atahiqmi tatqirhiunmi 8 ukiunik. Atauttimut manikharvikhanga akinga uumunnga manikhamut inniaqtuugaluaq \$1,330,012.*

Uuktuutigiyauyuq tuglia tamaat akinga aadlatqiinnga ukunanit malruuk qanuriliurutingits ittuq 4pusantnga (\$52,418). Ilaminit qanuqtut ihumagiyanganit, akhuurutauyuq aadlatqiinnga manikharmut havaguiqtinnagu. Ataani utuqqat qanuriliurutingit, tuqutinnagu naunaiqtait \$14,000 atahiqmi ukiunik manikhakhangit ikikliyumirniq; tuqudjutinga manikhakhangit ikikliyumirniq ittuq \$45,080 (56% havaktit aaniqtitnagit manikhakhat). Ataani nutaat qanuriliurutingit manikhakhangit ikikliyumirniq ittuq \$5,000 atahiqmut ukiunik tuqutinnagu, unalu \$20,000 talvangaanit (25pusantnga uumannga havaktup aaniqtinnani manikhakhangit).

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# Naunairvik A: Iluani nunanganit Ihivriurut

## Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP)

### WSSC Nutaaq Atuqtauyuq

*Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) ihumagiyaungittuq ataani nutaaq qanuriliurutingit.*

**British Columbia** unalu **Nova Scotia** avaliittut aadla katimayiingit aullaqtittiyuq apirhuutikhamik uumangga Maniliurutaungittuq Maniirutauyut Akiliuhiaq (NELP) akiliuhiaq.

**Alberta, New Brunswick**, unalu **Newfoundland** amigaiqtittiyaa pusantnga akuniraalukmut piyakhaq munarhiliriniqmut aaniqtauniq (PMI) ukunannga Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR).

### Yukon

Amihunguqtitaa PMI 125pusantmik YMIR-mit. Tamna havaktuq piinariaqaqtaa tamaat piluni akiliuhiakhaq manikharluunit.

### Saskatchewan

Iliuraqhimayut \$45,200 kiklikhanganiq. PMI-ngit 0.5pusantnga uumunga 4.87pusantnga pivaktut mikitqiaq akiliuhiaq uuminnga \$2,200. Tamaita aadlat aaniqtut naunaitkutangit PMI amiguuqtauyuq uumangga Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR).

### Manitoba

Akiliqaktuq \$1,030 tamainnut pusantnga uumangga Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) ataani 30pusantnga. 30pusantnga angitqiyayuqluuniit pivaktuq \$30,900 ilaliutivluni \$1,240 tamainnut iluittuq 1pusantnga uuminnga aaniqtut aadlamik 30pusantnga.

### Ontario

Piqaqtuq tunngavinganik manik uuminnga \$51,535.37. \$1,145.63 ilaliutiyuq tamainnut ukiunik tamna havaktup ukiunga mikitqiyayuq uumangga 45 talvani aaniqtaukmat. Kiklinga manik ihumagiyaayuq ittuq \$74,439.52. Tamna havaktup Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) amigaiquumiqtayuq qaffi taalanganit. \$1,145.63 piiqtauyuq tamainnut ukiunik havaktuq ukiuqarumi avatqumagumiuk 45 talvani aaniqtaukmat. Mikitqiaq manikhanga ittuq \$28,631.22. Tamna havaktup pusantnga aaniqtut amigaiquumiqtayuq uumangga manikhanganit.

### Prince Edward Island

Tuniyuq tamaat piluni akiliuhiakhaq akiliuhiaq aadjikutariyaa uumunnga 1/100 uumangga kiklinga atauhiqmi ukiumi maniliuqtaminik qanuriliurutiyuq ublungani aanirutingani tamainnut atauhiqmik pusantmik uuminnga atauttimut timinganut aaniqtut. Uuktuutigiyayuq: taimaa Ukiup Kiklinga

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Akiliqtaaqtuq Akikhanga (YMIR) ittuq \$35,900 unalu PMI ittuq 4.5pusantnga, aittuqtauniq inniaqtuq  $\$35,900 \cdot 0.045 = \$1,615.50$ . Aittuqtauninngit ikitqiyauyuq \$500mit amigaittuqluuniit uumannga Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR) qanuriliurutauyuq aanirutingani.

## **Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB)**

### **WSSC Nutaaq Atuqtauyuq**

*Havaktingit piqaqtumik Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) aittuqtauyut manikharvikhanga akuniraalukmut inuuhiminut naunaiqtauyuq amigaiquumiqhugu tamna havaktup PMI by 90pusantnga ilakunganit tatqirhiunmi akikhanga kiklinganut YMIR-mit naunaiqtauyut atauhiqmi ukiumi.*

### **Yukon**

Akuniraalukmut maniirutigiyait uuminnga maniliuqtaminik naunaiqtauyuq piyuq uumannga 75pusantnga uumannga atauttimut aadjikutariyauyuq atauhiqmi Santimi maniliuqtaminik, ihuaqtuq 50 pusantmik uumannga atauttimut CPP timimitigut ikayuutit akiliqtauyuq kaanatap kavamanganit, uumunnga Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR) naunaiqtauyut atauhiqmi ukiumi. Akuniraalukmut maniirutigiyait maniliuqtaminik ikayuutit ihumagiyuq maniliuqtaminik tamainnit havaanik avatqumayumik malruuk tatqirhiutinik ukiunik qilaminnaq ublunganut aanirutinganik, tikkuuqtuqlu maniliuqtaminik taimaa tatqirhiutingani ukiunik uumani havaktup ihuariyanganik. Qaffi taalanga atuqtauyuq ihuaqtumik piyaxharaluanga tamna havaktup akuniraalukmut atauhiqmi ukiumi maniirutigiyait maniliuqtaminik. Nakuuqpiyaqtumi qanurittaakhaanik talvani akinga tunilimaittuq ihuaqtumik naunaitkutanga uuminnga maniirutigiyait maniliuqtaminik, ikayuutikhaq naunaiqtauniaruknaqhiuq aadjikutariiqkunik maniliuqtaminik aadlanik havaktingit uumani aadjikutaanik aadjikutavyaanikluuniit havaangit Yukon-mi (aadjikutavyaanikluuniit havaaq Kaanatami taimaa Yukon aadjikutariiknauyut piliulimaittuq).

Maniirutigiyait maniliuqtaminik ikayuutit nutqaqpaqtuq taimaa havaktuq piinariaalaqigumi Inutquarhiutikhanganik Ikayuutit. Kihimi, havaktuq piinarialik maniirutigiyait maniliuqtaminik ikayuutit taimaa ittut, aanirutingani, ukiunga, ikitqiaq uumannga ukiunik, talvani havaktuq piinariaalaqigumi uukturiami uuminnga Inutquarhiutikhanganik Ikayuutit. Talvuuna, havaktuq pittaqaqtuq uuminnga maniirutigiyait maniliuqtaminik ikayuutit uumunnga 24 tatqirhiutit.

Taimaa havaktuq piniaqtuq Maniirutigiyait Maniliuqtaminik (LOE) taimaa 24 tatqirhiutinik, qaffi taala aadjikutariyaa uumunnga 10pusantnga atauttimut manikharniq maniirutigiyait uumannga maniliuqtaminik akiliqtauyuq timimitigut ayurhautiqaqtilluni, atauttimut katitiqhimayumut ilaliutiyuq akiliqtakhanganiq, atuqtauyuq tunigiami manikhamik havaktumut. Una akiliqtaaqtuq qakugu uumannga, taimaa havaktuq pittaarumi uuktuinnariaalaqihimaluni Inutquarhiutikhanganik Ikayuutit, ublungalu manikhaqvinga nutqaqtaugumi akiliqtaaqtuq havaktumut. Taimaa katitiqtauyuq manikhanga qaangiutikmat mikitqiaq qaffi taala akiliqtauyukhaq talvunga piluni akiliuhiakhaq, havaktuq niuviqtukhaq manikhanga hilataanit piqutingit timiqutigiyangit piumayanganit. Piqangittuq kiklikhanganik qanuriliurutinganut manikhanga niuviqtauyuq.

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## British Columbia

Malruuk qanurittut ittut naunaiyariami havaktup pittaarninnga akuniraalukmut timimitigut ayurhauutilik aittuutikhamik: tamna maniiurutigiyaait aulapkaininnganik unalu maniiurutigiyaait maniliuqtaminik qanuriliurutikhanganut. Tamna maniiurutigiyaait aulapkaininnganik qanuriliurutikhanganut itqurnarutauyuq aaniqtut havaktumut maniliuqtaminik aktikkulaanga piyuq uumannga qanurittaakhaanik qanuraaluklu aaniqtuq. Tamna akuniraalukmut timimitigut ayurhauutilik aittuut piyuq uumannga ilakunga maniliuqtaminik amigairyuumiqtayuq uumannga havaktup Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI). Tamna maniiurutigiyaait maniliuqtaminik qanuriliurutikhanganut ukiuqaqqat piyait talvani havaktup timimitigut ayurhauutilik "nakuuqpiyaqtuq" taimaa qaffi taala ihumagiyauyuq ataani maniiurutigiyaait aulapkaininnganik qanuriliurutikhanganut ihuangittumik manikhaqniaqtaa havaktuq. Tamna maniiurutigiyaait maniliuqtaminik qanuriliurutikhanganut piyuq uumannga 90pusantnga uumannga aadlatqiinnga ukunanit aaniqtinnani unalu aanirumi maniliuqtaminik, itqurnarutauyuqluunniit uumannga havaktup pittaqtuq maniliuqtaminik ihuaqtumik havaamik. Tamna Maligaq tuninngittuq qanuriliurutikhaq qanuqtut WorkSafeBC aadjikutariyakhaa aaniqtinnani unalu aanirumi maniliuqtaminik naunaiyariami havaktup maniiurutigiyaait maniliuqtaminik aittuut.

Akinga manikhaq iliuraqhimayuq atahiqmi ukiumi unalu ikayuutit akiliqtauyuq taimaa havaguiqpiqhimayuq ukiuqaliqqat 65. Piquqtuq qanuriliurutinik ihariagiyaq inuup qanuriliurutinganut, ukunatitut ukiunga talvani aaniqmat unalu ihuaqtuq ihumaliurut piliurhimayuq aaniqtinnagu havagiami qaangiutilugu 65.

Taimaa havaktuq piyuq tatqirhiunmi timimitigut ayurhauutilik aittuut, pittaqtuq uuminnga havaguiqpiqhimayuq ikayuutikhaq. Katimayiingit iliuraqhimayuq haniranut qaffi taalamik aadjikutariyaa uumunnga 5pusantnga uumannga havaktup akuniraalukmut timimitigut ayurhauutilik akiliuhiat maniliuqtaillu taimaa ublungani havaguiqpiarumi. Uumani tamaat piluni akiliuhiakhaq ikayuutit, akiliqtauyuq talvani havaguiqpiqhimayuq aittuut tuniyayut. Uumunnga tatqirhiunmi ikayuutit, akiliqtauyuq taimaa havaktuq ukiuqaliqqat havaguiqpiqhimayuq.

## Alberta

Akuniraalukmut Maniliuqtangit Maniiurutauyut Ikayuutit (ELB) naunaiqtauyuq atuqhuni ublunga aaniqtauyuq ilakunga maniliuqtaminik ikitqiaq ilakunga maniliuqtaminik uumannga havaktup nutaat havaaq. 90pusantnga una qaffi taala avaktauyuq 12nik naunaiyariami tatqirhiunmi manikhaq, akingalu inuuyumut aadlangurninnga iliuraqhimayuq atahiqmi ukiumi. Una Akuniraalukmut Maniliuqtangit Maniiurutauyut Ikayuutit (ELB) akiliqtauyuq ukiuqaqtumut 65, kihimi piqarumi ihuaqtumik naunaitkutaq naunaiyariami havaktuq havakhimaaqniaqtuq qaangiutilugu tamna ukiunga, taimaa aaniqtaungitpat.

Qaangiutigumi ukiunga 65, ilitarigiami maniiurutigiyaait manikharvikhanga manikhakhangit pipkaidjutauyuq mikhilaaqtuq pivikhaqautinga tunigiami uumunnga manikharvikhanga ihumaliurutingit, Havaktinut Havalimaiqqata Nalliqtarvik (WCB) akiliqtait ELB65 aadjikutariyaa ELB taimaa kingulliqpaaq tallimauyut ukiunik tamaitaluunniit ELB taimaa ELB iliuraqhimayuq mikitqiamik tallimanik ukiunik. Una qaffi taala amigaiquuumiqtayuq uumannga atauttimut qaffiuyuq ukiunik havaktuq piyuq ELB (kiklinganut uuminnga 35), talvangaanik amigairyuumiqtayuq 2pusantmik. Una ELB65 akiliqtauyuq tatqirhiunmi akuniraalukmut inuuhiminut.

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## Uuktuutigiyauyuq:

- *Ukiuqaqtut 55 talvani aaniqtaukmat 2007mi.*
- *Akuniraalukmut Maniliuqtangit Maniirutauyut Ikayuutit (ELB) akiliuhiat uuminnga \$262.43 (\$3,149 atauhiqmi ukiumi) havaliffaarumi.*
- *2017nguqtuq. Tamna havaktuq 65nguqtuq ELB nuutiqtayuuq uumunnga ELB65 naunaiqtayuuq ittuq tatqirhiunmi akiliuhiaq uuminnga \$52.49 (\$629.83 atauhiqmi ukiumi).*

## Saskatchewan

Akiliuhiaq-maniirutigiyaait ikayuutit piyuq uumannga 90pusantnga ilakunganit maniliuqtaminik, avatqulimaitaa YMIR ublungani aanirutingani. Ikayuutit ihuarhaqhimayuq tamainnik ukiunik piyuq uumannga aadlangurninngit uumani CPI. Akiliuhiaq-maniirutigiyaait ikayuutit pihimmaaqtuq taimaa aaniqhimmarumi, kihimi avatqugumiuk ukiunga 65. Ilangit pittaaqninga pittaaqtuq. Havaktingit 63 ukiunik avatqumayulluuniit, Akiliuhiaq-maniirutigiyaait ikayuutit akiliqtaaqtuq kiklinganut malruuknik ukiunik ublunganit taapkuat Akiliuhiaq-maniirutigiyaait ikayuutit pilihaaliqqat, taimaa havaktuq maniliulimaitpat tamaat ilanganikluuniit una maniliuqtaminik aaniqhimangmata.

Taimaa havaktuq pigumi Akiliuhiaq-maniirutigiyaait ikayuutit amigaitqiamik 24 tatqirhiutit tamaat piluni, qaffi taala aadjikutariyaa uumunnga 10pusantnga uumannga havaktup pittaaqtangit ikayuutit maniliuqtayuuq ikayuriami havaktuq piliuriami havaguiqpiqahimayuq manikhakhangit. Tamna qaffi taala iliuraqhimayuq hanianut, unalu angikliyuumiqhimayuq uumannga ilaliutiyuq akiliqtakhanganik tuniyauyuq havaktumut ukiuqaliqqat 65 piqaqtuq 6nik tatqirhiutit niuviriami manikhanga. Atauttimut qaffi taala iliuraqhimayuq hanianut akiliqtauttaaqtuq tamaat piluni akiliuhiakhaq havaktumut taimaa ikitqiyaukpat mikitqiaq manikhanga uuminnga \$25,000.

## Manitoba

Taimaa havaktuq piqaqtuq maniliuqtaminik, maniliuqtaminik atuqtauniaqtuq naunaiyuriami aadlatqiininnga ukunanit aaniqtinnani maniliuqtaminik unalu aanirumi maniliuqtaminik. Ihariagiyaupat, maniliuqtaminik itqurnarutauttaaqtuq piyuq uumannga Piniaruknaqhiyuq Ukiumi Maniliuqtaminik Aktikkulaanga, ittuq havaktup ihumagiyaait maniliuqtaminik taimaa 12 tatqirhiutit piyuq uumannga havaktup piliuqtuq havaamut atuqtauninnganik. Ikayuutit akiliqtauyuuq 90pusantmik uumannga ilakunga maniirutigiyaait maniliuqtaminik.

Aadjikutariyauyuq maniliuqtaminik ihiviurniaqtait taimaa manikharvikhanga ikayuutikhaq pittaarninnga naunaiqtauliqqat, taimaalu havaktuq pigumi manikharvikhanga ikayuutit taimaa 12nik Santinik.

Talvuuna, maniliuqtaminik maniirutigiyaait ikayuutit taimaaqpaktuq ukiunguraigumik 65, naunaiqtayullu hivulliqpaangani ublunga uumannga tatqirhiut talvannga tuglia ukiuq tikiutiyanganik uumannga aaniqtautinganit unalu atauhiqmi ukiumi talvangaanit. Taimaa havaktuq 61 ukiunikpat avatqumayaalluuniit ublungani aanirutinganit, ublunga havaguiqpiqahimayuq ihumagiyaayukhat aanirutinga unalu hitamanik ukiunik.

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65nguqqat, taimaa havaktuq akiliqtauyuuq ikayuutit 104 Santinik aaniqqat atan'nguyangalu manikharvikhanga ayurhaqtituyuuq, pittaaqtuq manikhakhanganik. Tamna qaffi taala tutquqtauyuuq nutaraq uumani qaffi taala atan'nguyaaq tuniyuuq aaniqtinnagu unalu ilaliutiyuuq akiliqtakhanganik iliuraqhimayuuq nutqarvingani tamainnit ukiunik. Tamna manikhanga manikhaqtitauyuuq uumannga WCB, kihimi havaktuq niruaqtaaqtuq aittuutiliurumi manikhamat. Tamna havaktuq piqaqtuq 4 manikhanga piimayanganik pittaaqtuq: manikhanga pihimmaaqtuq aturninnga uumannga annuity; atayuuq manikhanga pihimmaaqtuq pitillugu uumannga manikhangit unalu aippanga uumannga manikhangit (mikhilaaqtuq 1/3 tuqudjutinga atauhiqmik); manikhanga pihimmaaqtuq ihuarhaqhimayumut uuminnga 5, 10, 15, unaluuniit 20 ukiunik; unaluuniit manikhanga pihimmaaqtuq angitqiyayumik = uumannga aturninnga uumannga annuity, unalu ihuarhaqhimayuuq uuminnga 5, 10, 15, unaluuniit 20 ukiunik.

### **Ontario**

Maniirutigiyaait maniliuqtaminik ikayuutit piyuuq uumannga 85pusantnga uumannga aadlatqiinnga ukunanit havaktup aaniqtinnani ilakunga aadjikutariyayuuq maniliuqtaminik (NAE) aanirumi NAE piyuuq angiqtauyuuq mikitiqanga unalu kiklinga qaffi taala manikharninnganik.

Maniirutigiyaait maniliuqtaminik ikayuutit pihimmaaqtuq taimaa havaktuq aaniqhimagumi, piqangitkumi maniirutigiyaait maniliuqtaminik, taimaaluuniit 65nguqqat. Taimaa havaktuq aanirhimainnarumi 65nguqqat, maniirutigiyaait maniliuqtaminik ikayuutit nutqaqtut, kihimi maniirutigiyaait havaguiqpiaqhimayuuq manikhakhangit ikayuutit pittaaqtuq. Taimaa havaktuq 63 ukiunik ukiuqaliqqat avatqumayaaluuniit talvani aaniqmat, pittaaqtuq maniirutigiyaait maniliuqtaminik ikayuutit uumunnga malruuk ukiunik taimaa piqarumik maniirutigiyaait maniliuqtaminik. Tamaita ukiunik maniirutigiyaait maniliuqtaminik akiliuhiat ihuarhaqhimayuuq pigiami angikliyuumiutinga talvunga. Maniirutigiyaait maniliuqtaminik ikayuutit ihivriqtauyuuq nungutinnagu uumannga 72nik tatqirhiut aanirumi unalu taimaa piqaqtuq akhuurutauyuuq ingattarniq, maniirutigiyaait maniliuqtaminik talvannga ihivriqtauffaaqtuq 24 tatqirhiutit talvanngaaniit maniunngittumik maniirutigiyaait piliurninnganut ublunga. Talvanga kingulliqpaanga maniirutigiyaait maniliuqtaminik ihivriqniq ittuq havaktup munarinnga uqariami titiqqat aadlangurninnga qanurittaakhaanik.

Havaktingit 55 ukiuqaqtuq avatqumayuuqluuniit taimaa Havakvikmi Aaniqtailiniqmut akiliuhiarutikhat Katimayiiingit (WSIB) ihumaliurniaqtuq havaktuq pittaaqtuq uuminnga maniirutigiyaait maniliuqtaminik ikayuutit, tikitaa kiklinga aaniarvikmut mamihaininnga, iniqtiqtuqlu havaamat aadlangurninnga ihumaliurut, niruaqtaaqtuq uuminnga "ihivriqtaungittuq" piimayagumik. Talvangaaniit havaktuq niruarumi ihivriqtaungittuq optihavaktumit pittaaqtuq uuminnga aadjikuta manirutiigiyait maniliuqtaminik ikayuutikhaq akiliuhiat kihimi 65nguqqat.

Taimaa havaktuq ukiuqaqqat ataani 64, ublungani aanirutinganik, piyuqlu maniirutigiyaait maniliuqtaminik ikayuutit taimaa 12 pihimmaaqtumik tatqirhiutit, qaffi taala aadjikutariyaa uumunnga 5pusantnga tamainnut maniirutigiyaait maniliuqtaminik ikayuutit tutquqtauyuuq akiliriami maniirutigiyaait havaguiqpiaqhimayuuq manikhakhangit (LRI) ikayuutit. Tamna 5pusantnga avatqumayuuq qaanganilu atuqtaunginnaqtumik akiliuhiaq, kihimi akiliqtaulimaittuq ukiuqalirumi 65. Tamna havaktuq pittaaqtuqlu aittuutiliuriami piqarumi aadlamik 5pusantnga piyaqtauyuuq maniirutigiyaait maniliuqtaminik akiliuhiat.



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Ukiuqalirumi 65 Maniirutigiyait Havaguiqpiaghimayug Manikhakhangit(LRI) ikayuutikhaq akiliqtauyug piyuq uumannga tamna qaffi taala tutquqtauyug, tuniyauyug uumannga havaktug, kitullu maniliurutingit manikhakhangit aittuutingit maniliuqtanganik.

### **New Brunswick**

Maniirutigiyait maniliuqtaminik ikayuutikhaq pihimayug uumannga 85pusantmik aadlatqiinganit ukunanit havaktup aaniqtinnagu ilakunganik atuqtaunginnaqtug maniliuqtaminik (NAE) aaniqtug ilakunga itqurnarutauyug pittaqtug maniliuqtaminik pipkaidjutauyug kiklinganut pittaqtug ikayuutikhaq akiliqtauyug. Piqangittug angiqtauyug aadlatqiiktug ukunanit atuqtauyug maniirutigiyait maniliuqtaminik ikayuutikhaq unalu akuniraaluk timimitigut ayurhauutilik (LTD) ikayuutikhaq, kihimi CPP timimitigut ayurhauutilik ikayuutikhaq piyaqtauyug uumannga LTD ikayuutikhaq. Itqurnarutauyug pittaqtug maniliuqtaminik piittuugaluaq talvanga aanirumi (mamihaitillugu); kihimi, taimaa aaniqhimayug havaktug aanarutinganik mamihaiyug nakuuhikpat, maniliullaqtaminik unaluuniit itqurnarutauyug pittaqtug maniliuqtaminik aadlanguqtaqtug, pipkaidjutiuyug naunaiyaffarniq uumunnga maniliuqtaminik maniirutigiyait. Maniirutigiyait maniliuqtaminik ikayuutikhaq ihivriuqtauyug atauhiqmi ukiumi ihuaqhaqtaugumilu ihuarumi; naunaiyaqtauyug atauhiqmi ukiumi.

Ikayuutikhaq pihimaaqtug taima maniirutigiyait maniliuqtaminik nutqaqqat; nunguvinga tatqirhiunmi talvani aaniqhimayug havaktug tikikumiuk ukiunga 65; talvuuna avatqumangittug malruuk ukiut taimaa havaktug 63 ukiuqaliqqat avatqumagumiukluuniit aanirutingani; unaluuniit timimitigut ayurhauutilik piiqqat, kitu hivulliqpaanguyug.

Taimaa havaktug pigumi maniirutigiyait maniliuqtaminik ikayuutikhaq taimaa 24 nutqarhimaittumik tatqirhiutinik, WCB tutquqtuligtait maniit uuminnga havaguiqpiarumi manikhaq ikayuutikhaq. Qaffi taalanga 10pusantmik (aadlanguqtug 5pusantmit 2009mit) ikayuutikhaq unalu hitamanik piplugu akiliqtakhaq piyuq uumannga qaffi taalanga ikayuutikhaq talvunga havaktug pittaqtug humaangittug una qaffi taalanga havaktug piyanganit.

### **Nova Scotia**

Piqaqtug malruuk aadlatqiik akuniraaluk ikayuutikhaq taimaa havakvikmi aaniqtug akuniraaluugumi. Piqaqtug Akuniraalukmut Aaniqtumut Ikayuutikhaq akiliqtauyug inuulaktilluni, naunaiqtauyug 30pusantmik uumannga PMI 85pusantmik ilakunga atuqtaunginnaqtug maniliuqtaminik. Piqarumi maniliuqtaminik maniirutigiyait angitqiyayug uumannga qaffi taalanga uumannga Akuniraalukmut Aaniqtumut Ikayuutikhaq, talvannga Hivumuqqitauyug Maniliuqtaminik Himmautikhanga Ikayuutikhaq (EERB) iliuraqtauyug. EERB ittug aadlatqiiktug ukunanit havaktup maniliuqtaminik taimaa aaniqtug maniliuqtaminiklu, maniliuriaminiluuniit, aaniqqat. EERB naunaiyaqtauyug 75pusantmik ilakunga maniirutigiyait maniliuqtaminik taimaa hivulliqpaangani 26 Santinik aanirumi, unalu 85pusantmik talvangaanit 26 Santinik YMIR-mut, naunaiyarhimayug atauhiqmi ukiumi unalu, akiliqtaaqtuq ukiuqtaqtumut 65. EERB ihivriuqtauyug 36 tatqirhiutinik unalu 24 tatqirhiutinik talvangaanit 36-tatqirhiunmi ihivriuqniq (ihariagiyaupalluuniit).

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Ukiuqalirumi 65 EERB himmiqtauyuuq manikhamik, aadjikutariyaa 5pusantmik uuminnga atauttimut EERB ikayuutikhaq plus aadla akiliqtakhanganik. Aadla akiliqtakhanganik iliuraqtauyuuq tatqirhiunmi piyuq uumannga atuqtaugumi mikitqiamik taimaa akiliquniaqtutit atuqtainnaqnik atauhiqmi ukiumi akinga. Tamna atauhiqmi ukiumi akinga piyuq uumannga tallimanik ukiunik naunaiqtuuq maniliuqtaminik naunaitkutaq akinga manikharninnganik naunaiqtauyuq Maniliqivinganit Kaaantap taimaa December 31 aippaanganit, iliuraqtauyuuq katitiriami akinga unalu aadla akiliqtakhanganik ublumimut. Tamna manikhaq akiliqtauyuuq tamaat manikhanganik mikitqiyaukpat \$10,000mit.

### **Prince Edward Island (PEI)**

Akiliuhianga-maniirutigiyaait ikayuutikhaq naunaiyaqtauyut 85pusantmik havaktup maniiirutigiyaait maniliuqtaminik aktikkulaanga YMIR-mut. Piliuqtuuq maniiirutigiyaait aktikkulaanga aadlatqiiktuq ukunanit havaktup ilakunga atuqtaunginnaqtuuq maniliuqtaminik aaniqtinnagu, unalu ilakunga atuqtaunginnaqtuuq qaffi taala WCB ihumagiyaait havaktuuq pittaaqtuuq maniliuqtaminik aaniqqat. Ikayuutikhaq akiliqtauyuuq taimaa maniiirutigiyaait maniliuqtaminik nunguvingani, ublunganiluuniit havaktuuq 65nguqqat. Tamna angirutinga talvani havaktuuq 63nguqqat avatqumagumiukluuniit pilihaalirumi maniiirutigiyaait maniliuqtaminik aktikkulaanga. Talvani, akiliuhianga-maniirutigiyaait ikayuutikhaq akiliqtauyuuq talvunga, Kihimi qaangingitkumi, 24 tatqirhiutinik talvunga ublungani aanirutinganit.

Tatjakaffuk akiliuhianga-maniirutigiyaait ikayuutikhaq ihivriurtauyuuq naunaiyaqtinnagu hivumuuqtittauyuq akiliuhianga-maniirutigiyaait ikayuutikhaq. Hivumuuqtittauyuq akiliuhianga-maniirutigiyaait ikayuutikhaq ihivriurtauyuuq 36 tatqirhiutinik hivulliqpaamit aittuutinganit, unalu 24 tatqirhiutinik talvangaanit 36-tatqirhiunmi ihivriurtauyuuq. Ikayuutikhaq ihivriurtauyullu aadlangurhimakpat talvunga akuniraalukmut Aaniqtumut qayagittiaqtumikluuniit ihuigutiniqmik. Hivumuuqtittauyuq akiliuhianga maniiirutigiyaait ihuaqhaqtaugumilu atauhiqmi ukiumi mikitqiamit 80pusantmik CPI-mit uumunnga Charlottetown uumunngalu Summerside 4pusantmik.

Manikharniq Himmautikhanga ikayuutikhaq ihivriurtauyuuq atauhiqmik-piplugit hilataanit inuuhiup naunaitkutanga. Havaktuuq munariyakhait naunaiyariami maniiirutigiyaait titiraqhimayumi Kaanatami Manikhakhanganik Ihumaliurutingani havaguiqpiarumi ikayuutikhaq unalu/unaluuniit maniiirutigiyaait atiliurhimayunik havaktut, ikayuqtauyut manikharniqmut ihumaliurut quviagiyaniganit WCB-kut. Una ayurnaqtuuq manikhakhanga himmautikhanga ikayuutikhaq akiliqtaaqtuq inuullaktillugu havaktuuq nuutiqtaulimaittuqlu.

### **Newfoundland**

Taimaa havaktuuq tikitkumiuk kiklinganut aanirutinganik mamihaiyuq, piinarialik uuminnga hivumuuqtittauyuq maniliuqtaminik maniiirutigiyaait (EEL) ikayuutikhaq. Hapkuat ikayuutikhaq naunaiyaqtauyut 80pusantmik aadlatqiinganit ukunanit ilakunga maniliuqtaminik aaniqtinnagu, naunaiyarhimayuuq nutaamut ukiunga YMIR-mut, maniliurutiluanga havaktuuq ihumagiyaayuqluuniit pittaaqtuuq maniliuqtaminik. Ikayuutikhaq akiliqtauyuuq taimaa havaktuuq ukiuqalirumi 65. Havaktuuq 63nguqqat avatqumagumiukluuniit talvani aaniqtuuq pittaaqtuuq ikayuutikhaq kiklinganut malruuknik ukiunik.

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Havaktut piyuq EEL 65nguqqat uuktuinnarialik manikhakhamut himmautikhanga ikayuutikhaq. Taimaa havaktuq naunaiqtaarumiuk maniiirutigiyaait havaguiqpiarumi maniliuqtaminik CPP-mit atiliuqtauyumilluuniit havaktup-ikayuutinga manikhakhangaa piyuq aanirutinganit, pittaauqtuq qaffi taalanga manikhakhangaa tammaiyanganik.

## **Akhuurningaa Itqurnarutauyunit Maniliuqtaaqtanganiik**

### **WSCC Nutaauq Atuqtauyuuq**

*Naunaiyainnanganik akuniraalukmut manikhakhanganiik tadjaa piyuq uumannaa maniiirutigiyaait maniliuqtaminik, maniliuqtaminikluuniit aktikkulaanga, piqangittuuq qanurittukhaq naunaiyariami itqurnarutauyuuq pittaauqtuq maniliuqtaminik.*

### **Yukon**

Itaimaa havaktuq piqarumi maniliuqtaminik ihuaqtumik havaangani, tahapkuat atuqtauniaqtut itquriaminik havaktup maniiirutigiyaait maniliuqtaminik. Taimaa havaktuq utiffaalimaitpat aaniqtinnagu havaaminut, havaktup ihuaqtuq havaaq ilitariyauniaqtuq ukunuuna ilihainiqmit naunaiyainnanganik piluni. Katimayiingit ihariaginaqtuq nutaaq makpiraaliurhimayuq havaamut naunaitkutinga, unaluuniit havaamut naunaiyainiq taimaa pingahunik ihuaqtut havaktut, naunaiyalirumi itqurnarutauyuuq maniliuqtaminik uumunnga ihuaqtuq havaaq. Akiliuhianga naunaitkutinga piyuq uumunnga ihuaqtuq havaaq piniaqtuq uumannaa angitqiyauninnga Yukon akiliuhianga naunaitkutingit havaamut unaluuniit akiliuhianga naunaitkutinga nunanngani talvani havaktuq nunaqaqtuq. Talvani Yukon akiliuhianga naunaitkutinga pilimaitpat, Kaanamatit akiliuhianga naunaitkutingit atuqtauniaqtut.

Talvani havaktuq timimitigut ayurhauitqarumi havagiami taimaa pingahunik ikaarninik atauhiqmi ublungani, tamna havaktuq ihumagiyauniaqtuq pittaauqtuq maniliuqtaminik uumunnga Yukon minimum akiliuhianga. Havaanigahuarumi nutaamik talvani havaktuq ayurumiuk akiliuhianga piniaqtuq uumannaa atuqtaunginnaqtuq tunngavingani iliraininnga akiliuhianga. Havaktunut utiffaaqtuq havaamut ihumaliurutinga piliurhimagumi ihuarhigiami itqurnarutauyuuq maniliuqtaminik qitqani inniaqtuq naunaitkutinganit.

### **British Columbia**

Tamna *Maligaq* tuninngittuuq qanuriliurutikhanganik qanuqtut aaniqtinnagu aaniqtuq maniliuqtaminik atuqtauyuuq naunaiyariami havaktup maniiirutigiyaait maniliuqtaminik aittuutit.

### **Alberta**

Katimayiingit itqurniaqtuq havaktup maniliuqtaminik aktikkulaanga ihuaqtumi havaakhaq taimaa: humaangittuq pittaarumi, havaktuq ilaungitpat havaamini; unaluuniit havaktuq pilimaitkumiuk ihuaqtumik havaakhaq; unaluuniit havaktuq ilaugumi havaamini angikliyuumingitaanik maniliuqtaminik aktikkulaanga. Pipkaidjutauyuuq itqurnahuariami maniliuqtaminik aktikkulaanga, ihuaqtuq havaaq

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imaatut ittuq havaaq aadjikkutariyaa havaktup pittaarninnga talvanilu iluani havaktup nayugangani piinarialik talvani nuutiinnarialik ihuaqtuq. WCB-kut naunaiyaininnga pittaarninngani piniaqtuq uumannga timimitigut, havaaminut, inungnut, unalu ihumamitigut pigumi ilangillu ihumaaluutigiyangit ihumagiyut akhuurutauyut.

Itqurnarutauyuq maniliuqtaminik aktikkulaanga piyaulluaqhimayuq uumannga naunaitkutaq piyuq uumunnga havaamut ihumaliurut. Tamna ihumaliurut ilitariyait ihuaqtuq havaaq unalu havaktup maniliuqtaminik aktikkulaanga talvani havaami.

### **Saskatchewan**

Katimayiingit ihumagiyait havaktup maniliuqtaminik aktikkulaanga taimaa havaamut mamihainiqmut pinahuarut utiffaalimaiqqat havaktuq uumunnga ihuaqtuq havaaq piyaqtait maniliuqtaminik maniirutigiyait. Havaktup maniliuqtaminik maniirutigiyait ikayuutikhaq ikikliyuumiqtuq angitqiyauyunit uumannga havaktup maniliuqtaminik aktikkulaanga, unaluuniit maniliuqtaminik.

Tamna maniliuqtaminik aktikkulaanga aadjikutariniaqtaa maniliuqtaminik. Katimayiingit ihumaginiaqtuq havaktup maniliuqtaminik aktikkulaanga angitqiyaugiami uumannga maniliuqtaminik havakkumi:

- a) Pilimaitatit tumigumi ihuaqtuq ikayuutauyumik havaaq.
- b) Ilaungittuq aaniarvikmit unaluuniit havaamut mamihainiqmut pinahuarut.
- c) Niuvilimaittuq ihuaqtuq ikayuutauyumik havaaq iniqtirumi havaamut mamihainiqmut pinahuarut.
- d) Angiqtuq havaakhamik tuniyaukpat tuniyuq akiliuhiakhamik mikitqiamik pittaamtaminik aadlanit ihuaqtuq ikayuutauyumik havaaq.
- e) Ikhinnaqtaa ihuaqtuq ikayuutauyumik havaaq, ikhinnangitaa aaniaqmat.

WCB itqurniaqtuq havaktup maniliuqtaminik aktikkulaanga aturluni atuqtaunginnaqtuq atauhiqmi Santimi akiliuhianga makpiraaliurhimayuq Naunaiyaininnga Kaanatamit June-mi ukiungani qilaminnaaq aippaanganit talvani maniirutigiyait maniliuqtaminik piyuq. Havaktup maniliuqtaminik aktikkulaanga ukunanik piniaqtuq:

- a) Piittuq atauttimut nampanga uumannga tatqirhiunmi taimaa utiffaaqqat havakvimiknut piliqqat unalu 6nik tamaat tatqirhiutinik talvangaanit;
- b) 50pusantmik uumannga atuqtaunginnaqtuq atauhiqmi Santimi akiliuhianga hapkununnga 12 tatqirhiutinik havaktumik;
- c) 75pusantmik hapkununnga 12 tatqirhiutinik havaktumik;
- d) 100pusantmik hapkununnga 12 tatqirhiutinik havaktumik;
- e) 125pusantmik hapkununnga 12 tatqirhiutinik havaktumik; unalu
- f) 150pusantmik talvangaanit.

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## Manitoba

Uqaqtuq, WCB ihumaginiaqtait maniliuqtaminik aktikkulaanga atauhiqmi malruukni pipkaidjutauyuq: talvunga havaamut mamihainiqmut talvungaluuniit piffaaqqat talvangaanit havaamut mikhilaarningga uumani maniliuqtaminik unpiyuq uumunnga akiliqtaaqtuq aaniqtuq. Ihumagiyauyuq maniliuqtaminik aktikkulaanga atuqtauniaqtuq kingulliqaamik pipkaidjutihaq talvangaanit tamaita ihuaqtut piqaqtulluuniit havaamut mamihainiqmut/havaffaarutit piumayanganik atuqtaugumik.

Ihariagiyangit WCB-mut naunairiami ihumagiyauyuq maniliuqtaminik aktikkulaanga:

- a) WCB naunaiqtakhait tamna havaktuq pittaqtuq uukturahuaq naunaiqtait, uuktuqtuq uumunga, piluni, pihimalunilu havaaq havaamini talvani maniliuqtaminik aktikkulaanga ittuq.
- b) Havaktuq piqaqtuq timimitigut aktikkulaanga, ilihainiq, ayuitaminik, pittaqtaminik, aadla akiliqtakhanganik, inuuplu qanuriliurutingit ihariagiyauyuq pihimagiami havaanga havavikmini havaaminginnik.
- c) Tamna havaaq ittuq havaakhamut.
- d) WCB aturniaqtaa Inmikkut Titiraqhimayut Mamihainiqmut Ihumaliurut (adjikutaanikluuniit piliurhimaninnganik) tunngavikhaq katitiriami uqumailitanganiklu naunaitkutaq uumunnga havaktup maniliuqtaminik aktikkulaanga.

Ihumagiyauyuq maniliuqtaminik aktikkulaanga atuqtauniaqtut uumani maniirutigiyait maniliuqtaminik naunaiyainnnga taimaa:

- a) Havaktuq iniqtiqtaa ayuirhaidjutinga ilanganik uuma havaamut mamihainiqmut ihumaliurut piliurhimagiyauq ikayuriami havaktuq pigiamiknik nutaamik ayuitaminik ihuarhiluguuluuniit nutaaq ayuitaminik;
- b) Havaktuq tuniyauyuq ihuaqtut havaakhaqhiuqniqmut ikayuutikhamik; unalu
- c) Naunaitkutaq ihumaliurut piyuq uumunnga, unalu havaakhamut naunaiyainnnga, akhuraaluk aadlangungittuq.

Taimaa havaktuq ikayuqtuq ikikliyuumirumiuk maniliuqtaminik huuq pingittumut uumunnga akiliqtaaqtuq aaniqtuq aaniffaarumi, WCB ihumaginiaqtait havaktuq pittaqtuq maniliuqtaminik aadlatqiiktuq ukunanit atuqtaunginnaqtuq maniliuqtaminik aaniqtinnagu unalu atuqtaunginnaqtuq maniliuqtaminik talvani aaniffaarmat.

## Ontario

Maniliuqtaminik naunaiyarniaqtuq naunaiyarumitku havaktuq tuniyaulimaittuq havaamut ikayuutikhanganic, unaluuniit havaabga aadlanguqtuq ihumaliurut iniqtirumi taimaaqtaugumiluuniit. Maniliuqtaminik naunaiyaqtauyut aturhugu ilitariyauyuq ihuaqtuq havaaq, talvani naunaiyaqtauyut atuqtuq nutaamik akiliuhianga havaakhamut naunaitkutaq. Taimaa havaktuq havaanikkumi ilitariyauyumi ihuaqtuq havaaq, Katimayiingit atuinnaqtaa havaanga maniliuqtaminik naunaiyariami ilanganik maniirutigiyait maniliuqtaminik ikayuutikhaq.

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Havaaq nuutiqninnga naunaiyaininnga piniaqtuq taimaa havaktuq nakuuqpiarumi utiffaariami havaaminut. Hivulliqpaami, WSIB piyait nanminingit naunaiyaininnga nuutiqtauninnganik ayuitaminik. Una pipkaitingitkumi ilitariyauninnga uuminnga ihuaqtuq havaaq, WSIB ihuarhaqniaqtaa hilataanit naunaiyaininnganik.

Naunaiyairiami ihuaqtuq havaaq, WSIB havaktuq havaktunut havaktumullu ihumagiyau: havaktup aulayunnautingit pittaaqtaminik; havaktup havaaq-ittut ayuitaminik, pittaaqtaminik aadlallu akiliqtakhanganik; kitut havaat piqaqtuq uumunnga aaniqtuq havaktuq ukunuuna havaaniktitauyuq tikkuqaqtaupluni, iglukhanganik, ayuirhaqfaaqaluni; havaangillu qanuriliurutingit piniaruknaqhiuqlu havaktuq pihimagiami havaklunilu havaamut aadlamut havaktumut; maliklugulu ittut inuup pilaarutinginnik maligangat, ittullu havaangungittut piyuq qanuriliurutingit havaktuq piqaqtuq, unalu aadlat inuit pilaarutingit piyut iglukhanganik ihariagiyangit.

### **New Brunswick**

WorkSafeNB piyunnautiqauqtuq naunaiyariami itqurnarutauyuq pittaaqtuq maniliuqtaminik ukunuuna ihuaqtuq havaaq. Tamna ihuaqtuq havaaq ihumagiyakhait timimitigut pittaaqtaminik unalu havaaq qanuriliurutingit. Aadlamiklu naunaiqtauyuq imaatut pigiami: havaaq talvunga aaniqhimayuuq havaktuq angiqtauniaqtuq pigiami; qayangnautingitait inuuhinga, aaniqtailininnga, nakurudjutingalunniit aadlat havaktut havakvikmi; havaaq pipkaidjutigiyait aaniqhimayuuq havaktuq pigiami nakuutqiaq maniliuqtaminik piniaruknaqhiuq; havaaqlu ihuaqtumik ittuq nutaami havakvingani.

WorkSafeNB atuqtaa Kaanatami Havaamut Naunaitkutangit (NOC) taimaa atuqtakhangit ilitarigiami ihariagiyauyut havaangit havaakhmut, naunaiyariami, naunaiyaliriami ihuaqtuq havaaq ukununnga aaniqhimayuuq havaktut. Atuqtauyullu avikturhimayumi havakvingani naunaitkutaq, piqarumi, makpiraaliurhimayuuq ukunanit kaanatami qablunaat nunagiyanganillunniit kavamangit pipkaidjutingit naunaiyariami ihuaqtuq havaaq.

Tamna ihuaqtuq havaaq atuqtauyuq naunaiyariami itqurnarutauyuq pittaaqtuq maniliuqtaminik ilitariyahimayuuq pitillugu havaamut mamihainiqmut. Talvannga tamaita havaamut hulilukaarutingit iniqtaukpata, unaluunniit havaamut ihumaliurut nungutpat, itqurnarutauyuq pittaaqtuq maniliuqtaminik naunaiyaqtauyut. Talvani utiffaaqtuq havaaminut ihumaliurut piliuqtaungitpat, ihuangitpalluunniit piliuriami atahiqmik, WorkSafeNB atuqtuq avikturhimayuni unalu kaanatami ikayuutikhat ilitarigiami ihuaqtuq havaaq inniaqtuq nutaami havakvingani itqurnarutinnagu aaniqhimayuuq havaktuq pittaaqtuq maniliuqtaminik.

WorkSafeNB ilitariyait aadlatqiittuq qanuriliurutinga havaktunit ataani ukiulgit 21mit unalu ihivriunniit maniirutigiyait maniliuqtaminik ikayuutikhaq atahiqmit piplugit aadlamut ihuarhaqhuqgillu ikayuutikhaq ihuaqtumik taimaa: havaktuq ukiuqarumi ataani 21 aanirutingani; piliurhimayuuq nakuuyumit qanuriliurutingit aaniqhimayuuq havaktuq maniliuqtaminik angikliyuumiqniaqtuq. Naunaitkutaq naunaiqtaa tamna atuqtaunginnaqtuq maniliuqtaminik angikliyuumiqniaqtuugaluaq ilaliutiyut: angiqtauyut iliharvikmut pinahuarut talvani aanirutingani; tikiliqtuq iniqtirutinga ilihainiqmut pinahuarut talvani aanirutingani; unalu/unaluunniit havaakhaminik tuniyauyuq. Ikayuutikhaq naunaiyaqtauyut atahiqmik malruuknik piluni:

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- 1) Piqarumi ihuaqtumik havaamut ihumaliurut talvani aanirutingani atuqtaunginnaqtuq maniliuqtaminik itqurnarutauyuq itirutingani akiliuhianga talvunga havaamut. Una pivaktuq taimaa ihuaqtuq naunaitkutinga itkaangat, unaluuniit mamihainiqmut iniqqat akuniraaluk timimitigut ayurhauutilik piliuqtaugumi, kitu pikpat hivulliyumik.
  - 2) Piqangitpat ihuaqtumik havaaminut ihumaliurut talvani aanirutingani atuqtaunginnaqtuq maniliuqtaminik itqurnarutauyuq 50pusantmik Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR) talvanga mamihainiqmut iniqqat unalu akuniraaluk timimitigut ayurhauutilik piliuqtaugumi.

### **Nova Scotia**

Naunaiyariami havaktup manikhakhanga maniirutigiyaait maniliuqtaminik, piqarumi, qaffi taalanga havaktuq pittaqtuq maniliuqtaminik ihuaqtuq nakuuyumiklu piqaqtuq havaaq ihumagiyauniaqtuq. Havaaq ihuaqtuq ihariagingittuq havaaq ittukhaq "aadjikkutariyaanik" unaluuniit "aadjikutariyaktuq" havaktup aaniqtinnagu havaaq. Kihimi, havaktuq piqaqtukhaq ihariagiyauyuq ayuitaminik havagiami, aaniangilluni havagiami, aaniqtukhaungittuq aaniqhimaittumik qayangnaitkumi havaktumut havaqatiminulluuniit havagiami ihuaqtumik.

Taimaa havaktuq malingitkumiuk piliurninnganit iniqtirutinganulluuniit havaamut mamihainiqmut pinahuarut, ihuaqtuq havaaq ilaliutittaqtuq havaaq ihuaqniaqtuugaluaq taimaa havaktuq iniqtirumiuk ihuaqtuq havaamut mamihainiqmut pinahuarut.

### **Prince Edward Island (PEI)**

WCB-kut naunaiyarniaqtait havaktup maniirutigiyaait maniliuqtaminik aktikkulaanga ihumagigumiuk havaktuq aaniqtuq, havaktuq utiffaalimairumi havaaminut piluniluuniit himmautinik havaaq aadjikutariyaanik akiliuhianga, qin'ngigumiluuniit qinirhiayukhaq angiquluniluuniit ihuaqtuq havaamik.

Havaktup itqurnarutauyuq maniliuqtaminik naunaiyaqtauyut atuqtuq hapkuat naunaitkutaq:

- Havaktup aulapkaininnga havaktaaqtuq;
- Tamna atuqtaunginnaqtuq akiliuhiangit ihuaqtuq havaaq;
- Havaktup havaanga naunaitkutinga, ilihaidjutinga, naunaiyaininngalu nuuttaqtuq ayuitaminik, unalu
- Nunagiyamini havakvingani naunaitkutaq.

WCB-kut ihumagiyaait havaktup itqurnarutauyuq maniliuqtaminik piyuq uumannga atuqtaunginnaqtuq akiliuhiangit pingahuuyunit ihuaqtuq havaat, ilitariyaayut WCB-kunnit, ihuaqtumik ittuq PEI-mi. Taimaa havaktuq nunaqarumi hilataanit PEI, itqurnarutauyuq maniliuqtaminik aktikkulaanga naunaiyaqtauyut aturhuni naunaitkutaq havaktup nunagiyanganit avikturhimayanganilluuniit.

Taimaa havaktuq iniqtiqtuq havaamut mamihainiqmut kihimi pihimmaqtuq maniirutigiyaait maniliuqtaminik aktikkulaanga paqilimairumi havaaq talvani humi ayuirhaiyuq, piinarialik uuminnga hivumuuqtitauyuq akiliuhianga-maniirutigiyaait ikayuutikhaq naunaiyaqtauyut piyuq uumannga qulitqiaq akiliuhiangit maniliuqtaminik talvani ayuirhaqtaminin unaluuniit itqurnarutauyuq maniliuqtaminik itirutingani havaaq talvani havaktuq ayuirhayuq.

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## **Newfoundland**

Ihuaqtuq havaaq unalu maniliuqtaminik akhuurninnga qanuriliurutauyuq uumannga havakvingani itirutiffaani naunaiyaininnga. Tamna havakvingani itiffaarutinga naunaiyaininnga piniaqtuq hitamanik 8nut Santinik iniqtiriami unalu, aadlanit hunavaluit, piqaqtuq mikitqiamik pingahuuyut kitunik piumayanganik ihuaqtumut havaaq naunaitkutangit havaktumut piyuq uumannga tamna Kaanatami Havaamut Naunaitkutangit havaangit (NOC).

Ihuaqtuq havaaq qanurittuuyut havaat qayangnaittut, ihuaqtut havaktumut nuutiqtaaqut ayuitaminik, uumani havaktup aulapkaikumik pittaamtaminik ayuitaminiklu, ikikliyumirniaqtuq piyarlugilluuniit tamna maniiurutigiyait maniliuqtaminik pipkaidjutiyuq aaniqtumit. Aktikkulaanga havagiami maniliuriami, unaungittuq pittaarninnganik havaaq pivikhaqautinga, akhuurutauyuq.

Maniliuqtaminik pihimayuq uumannga atuqtaunginnaqtuq itirutinga akiliuhiangit, atuqtaunginnaqtuq akiliuhiangit, akiliuhiangit uumunnga ihuaqtuq havaaq. HavakvikmiNL angiqniaqtait ihuaqtumik piyakhaq naunaiyariami itqurnarutauyuq maniliuqtaminik aktikkulaanga; maniliuqtaminik havaktunut taimaa ihumaliurut ilauyuq piyut nutaamik ayuitaminik pinahuaqtuqluuniit nutaamut havaamut pihimayuq uumannga atuqtaunginnaqtuq itirutinga akiliuhiangit; maniliuqtaminikluuniit angiukpat. Havakvingani itiffaarutinga ihumaliurutit piliurhimayuq ihuarhigiami ittut nuutiqtaaqtulluuniit ayuitaminik atuqtuq atuqtaunginnaqtuq akiliuhiangit unaluuniit maniliuqtaminik angiukpat.

## **Inmikkuuqtuq Ikayuutit**

### **WSCC Nutaaq Atuqtauyuq**

*Aippanga – Tamna aippanga pittaamtuq uuminnga atauhinnaqmik piluni tamaat piluni akiliuhiakhaq akiliuhiaq aadjikutariyaa uumunnga 30pusantnga YMIR-mit (\$27,180 piyuq uumannga 2017 Ukiup Kiklinga Akiliqtaaqtuq Akikhanga), unalu tatqirhiunmi manikharvikhanga akuniraalukmut inuuhiminut aadjikutariyaa uumunnga 3.08pusantnga YMIR-mit uumani ukiunik uumannga havaktup tuqudjutinga (\$2,790 piyuq uumannga 2017 Ukiup Kiklinga Akiliqtaaqtuq Akikhanga).*

*Ihariagiyauyuq Nutaaqqangit – Nutaraq ihariagiyauyuq havaktumit, ataani 19 ukiuqaqtuq, piyuq tatqirhiunmi manikharvikhanga aadjikutariyaa uumunnga 0.625pusantnga YMIR-mit uumani ukiunik uumannga havaktup tuqudjutinga (\$566 piyuq uumannga 2017 Ukiup Kiklinga Akiliqtaaqtuq Akikhanga). Ikayuutikhaq hivumuqniaqtaa taimaa ukiumut 19 taimaa nutaraq atiliurhimakpat iliharvikmi nungulunilu tuniyaukpat naunaitkutamik hivulliqpaamut iniqtirumiluuniit ilihaidjutinganik unaluuniit havaamut ayuirhayuq.*

### **Yukon**

Aippanga – Aippaa pigumi akuniraalukmut tatqirhiunmi manikhakhanga aadjikutariyaa 3.125pusantmik YMIR-mit. Katimayiingit tunittaaqtuq aadlamik ikayuutikhaq, itpat Katimayiup ihumagiyanganik, aippaa ihariagiliqqat, kihimi taimaa aippanga piniaqtuq qaffi taala angitqiyayuq uumannga qaffi taalanga huiqtup havaktuq piniaqtaa pitqutigiquplugu uumunnga maniliuqtaminik maniiurutigiyait taimaa havaktuq inuukpat tamaat timimitigut ayurhautiqaaqat.



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Aippaa pittaagtut havaktup havaguiqpiarumi maniliuqtaminik. Talvani havaguiqpiarumi manikhaq akiliqtaungitpat havagiami taimaa havaktup tuqudjutaanit, Katimayiingit akiliqtaa manikhaq aippanganut unaluuniit havaktup ihariagiyut piyuq uumannga havaktumut titiraqhimayut qanuriliurutikhaq.

Taimaa piqangittut aippanga inuklu ihumagigumiuk munariyakhaq munarininnga pihimaninngalu ihariagiyumut, pittaagtut aadjikutaanik ikayuutikhaq akiliqtauniaqtut aippanganut.

Ihariagiyut Nutaraq – Tamarmik ihariagiyut nutaraq huiqtup havaktup pigumi tatqirhiunmi qaffi taala iliqtuq 1.25pusantmik Ukiup Kiklinga Akiliqtaaqtuq Akikhanga (YMIR) taimaa nutaraq ukiuqaliqqat 19, uuminngaluuniit 21 taimaa nutaraq iliharianginnarumi iliharvikmi ilitariyauyumit Katimayiinginni. Nakuuqpiaqtumik pigumi, Katimayiingit nuutiqtinariaqtaa uumani akiliuhianga ikayuutikhaq, kihimi qaangiutigumiuk ukiunga 25.

### **British Columbia**

Aippanga – Tamaat manikhanga akiliuhianga \$2,660.14 akiliqtauyut inuuyumut ihariagiyut aippanga. Taimaa inuuyut aippanga piqangittut ihariagiyut nutaraq, 50nik ukiuqaliqqat avatqumagumiukluuniit, piniaqtut tatqirhiunmi akiliuhiaq (atayut 50pusantmik CPP ikayuutikhaq akiliqtaaqtuq) aadjikutariyaa 60pusantmik ikayuutikhaq akiliqtaaqtuq taimaa havaktup pihimmaarumiuk 100pusantmik akuniraalukmut atauttimut timimitigut ayurhauutilik. Mikitqiangat tatqirhiunmi akiliuhianga ittuq \$1,133.74.

Taimaa inuuyut aippanga 50nguqtinnagu piqangittut ihariagiyut nutaraq tatqirhiunmi akiliuhianga (atayut 50pusantmik CPP ikayuutikhaq akiliqtaaqtuq) aullalqtitauyut 60pusantmik ikayuutikhaq akiliqtaaqtuq havaktup pihimmaarumiuk 100pusantmik akuniraalukmut atauttimut timimitigut ayurhauutilik, unalu 1pusantmik piiqtayut ukiunut aippaa 50nguqtinnagu. Pusantnga akiliqtauyut ikitqiyaulimaittuq 30pusantmik mikitqiaqlu tatqirhiunmi akiliuhianga ittuq \$1,133.74. Manikhaq uumunnga ihariagiyut inuuyut aippanga akiliqtaaqtuq inuullaktillugu.

Aippaa, unaluuniit atiliurhimayut manikhaqtukhaq tikkuqtauyut havaktumut, pittaagtutlu uumunnga qaffi taalanga ittuq uumani havaguiqpiarumi ikayuutikhaq manikhaq, taimaa havaktup pittaagtut uumunga ikayuutikhaq tuqukpat 65nguqtinnagu. Taimaa havaktup tikkuangitpat atiliurhimayut manikhaqtukhaq maniit akiliqtauyut havaktumut manikhanganut.

Ihariagiyut Nutaraq – Ikayuutikhaq uumunnga ihariagiyut nutaraq ihumagiyangittut inmikkut aippaminit ikayuutikhaq. Qaffinik nutaraqaruvit aadlangurniaqtaa tamna aippanga ikayuutikhanga hapkunaniik: atauhiqmik nutaraqaruvit tamna nampangangikliyuumirniaqtut 85pusantmik maniit akiliqtauyut havaktumut taimaa havaktup pigumi 100pusantmik Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI); malruuknik nutaraqarumi angikliyuumiqniaqtut 90pusantmik; tamarmiknut nutaraq avatqumayut malruuknik nampanganiik tatqirhiutimut ikayuutikhaq angikliyuumiqniaqtut uuminnga \$350.83. Aippanga ikayuutingit naunaiyaqtaaghiffaarhimayut taimaa nutaraq 19nguqqat, 25nguqqalluuniit iliharumi, ayurnaittumi, iliharvikmiluuniit.

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## Alberta

Aippanga – Tamaat manikhangani akiliuhianga \$2,150 akiliqtauuyuk inuuyumut ihariagiyuq aippanga. Ihariagiyuq aippanga pivaktuqlu tamaat manikhakhanga (aadjikutariyaa tamna havaktuq piniaqtuq taimaa 100pusantmik PMI) nukarhiqpaanga nutaranga 18nguqqat.

Piqangitpat Ihariagiyut Nutaqqat, nutaraqluuniit 18nguqqat, taamnalu aippanga havakkumi, aippanga piniaqtuq 5nik-ukiunik ikikliyuumiqtuq manikhakhanga. Tamna 5nik-ukiunik ikikliyuumiqtuq manikhakhanga akiliqtauuyuk hamma:

- Full manikhakhanga uumunnga first 12-tatqirhiutinganut
- 80pusantmik tamaat manikhakhanga uumunnga tuglianut 12-tatqirhiutinganut
- 60pusantmik tamaat manikhakhanga uumunnga pingahuanut 12-tatqirhiutinganut
- 40pusantmik tamaat manikhakhanga uumunnga hitamamjut 12-tatqirhiutinganut
- 20pusantmik tamaat manikhakhanga uumunnga tallimanut 12-tatqirhiutinganut

Una manikhakhanga akiliinarialik tamaat manikhangani, pilihaaliqqat 5nik-ukiunik, pitquyaukpat aippanganit.

Aippanga havaaqangitpat, kihimi havaktaarumi, ilihaidjutikhanganik tuniyauyuq. Aippanga angirumiuk pittaqtuq tamaat manikhakhanga taimaa havalirumi, nunguvinganiluuniit 60nik tatqirhiutinik talvani tatqirhiutingani havaktup tuqudjutinganik unaluuniit nukarhiqpaanga nutaranga 18nguqqat, kitu hivulliqpaangugumi.

Aippanga pittaqtuqlu aadjikutaanik havaguiqpiarhimaniq ihuarhainiq tamna havaktuq tikikumiuk havaguiqpiarutikhanganik ukiunganik, unaluuniit aippanga 65nguqqat, kitu kingulliqpaangugumi.

Ihariagiyut Nutaqqat – Taimaa Ihariagiyut Nutaqqat igluqarumi havaktup ihariagiyuq aippanga, manikhakhanga akiliqtauuyuk ihariagiyuq aippanga uumunnga ikayuutinga aippanganit nutaqqanginnillu. Tamna Ihariagiyut Nutaqqat pilimaittuq aadlamik ikayuutingit kihimi ihariagiliqqat aaniarmat. Nutarangit iglumiuqatingitkumiuk ihariagiyuq aippanga, akiliqtauuyut tatqirhiutimi qaffitaalamik piliurhimayuq maligangani. \$267.47nguyuyuk atauhiqmi tatqirhiunmi.

## Saskatchewan

Aippanga – Maniliuqtaminik maniiurutigiyangit ikayuutingit aadjikutariyaa 90pusantmik huiqtup havaktup ilakunganit maniliuqtaminik akiliqtauuyuk ihariagiyumut aippanga. Akiliqtauuyut hivulliqpaami tallimanik ukiunik, nutaraitpat. Piqarumi Ihariagiyut Nutaqqat, ikayuutingit hivumuqtitauyuk taimaa nukarhiq nutaraq 16nguqqat (18nguqqatluuniit atiliurhimagumi angayukhiit iliharvingani ilihariaqpaallivikmiluuniit).

Taimaa tallimat ukiut nungutpat nukarhiqluuniit 16nguqqat (18nguqqatluuniit atiliurhimagumi angayukhiit iliharvingani ilihariaqpaallivikmiluuniit), Aippanga havaktaarumi, akiliuhianga iliuraqtayuyuk qaffi taalamut tatqirhiutimi akiliuhianga 65nguqqat. Aippanga havangittuq maniliuqtaminik itqurnarutauyuk qaffi taalanga piiqtayuyuk tatqirhiunmi akiliuhianganit. Taimaa nakuukpat qanuriliurutinga aippanga havalimaitpat, tamaat tatqirhiutimut akiliuhianga pihimmaaqtuq 65nguqqat.

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Taimaa tuqutpat havaktuq pittaarumi havaguiqpiarhimayuq ikayuutingit, havaktuqlu huiqqat 65nguqtinnagu, WCB naunaipkaqtaa atauttimulluanga nampangaa atauttimut katitiqhimayut akiliqtakhait akiliqtauyuuq havaktup maniiit tamayangitlu. Talvannga ihariagiyuuq aippanga piniaqtuuq maniliuqtaminiiit maniiirutigiyangit ikayuutingit 24nik tatqirhiutinik, inmikkuuqtuuq havaguiqpiarhimayuq ikayuutikhaq ihuarhaqhimayuq aadjikutariyaa 10pusantmik ikayuutinganit, aippanga atuqtakhangit una manik, aadlalu ilaliutihimayuq manik, niuviriadini manik (akiliinarialik uuminngtamaat manikhangani ikitqiyaukpat mikitqianganit).

Ihariagiyut Nutaqqat – 18nguqqat, tamarmik ihariagiyuuq nutaraq ilihactuq piinarialik tatqirhiumi manikhakhangani aadjikutariyaa \$376.61, ilaliutilunilu akikhangit ilihaijutikhanga, makpiraat, aadlalu ihariagiyuuq ilihaijutikhani akikhanginnik. Tamarmik ihariagiyuuq nutaraq piinariaqihimaniaqtuuq uuminnga ikayuutingit pingahunik ukiunik ukiuqaliqqat 18nik 25miklu.

### **Manitoba**

Aippanga – Qilaminnuuq tamaat manikhangani akiliuhianga \$12,370 tuniyayuq. Unalu, tamaat manikhangani akiliuhianga \$80,370 piliurhimayuq, talvani aippanga niruaqtaqtuuq himmiqlugu taaksiliurutihimaitkaluaqluni akiliuhiakhaq (tatqirhiunguraikpa akiliuhiakhangit), munariyayuq Katimayianginnit. Talvani, tamaat manikhangani himmiqtauyuuq tatqirhiutinnguraikpat akiliuhianga aadjikutariyaa 90pusantmik havaktup ilakunganiiit maniliuqtaminiiit tuqudjutinga pitinnagu ublunga taimaa tallimat ukiunik, taimaaluuniit nukarhiqpaat nutaraq 18nguqqat. Aippanga 60nguqhimayuq avatqumagumiluuniit taimaa havaktup tuqudjutingani, tatqirhiunguraikpat akiliuhiakhangit piliuqtauyuuq taimaa tatqirhiuni talvani aippanga 65nguqqat aippanga.

Taimaa havaktuq tuqukpat havaguiqpiaqtinnagu tikkuuqtinnaguluuniit akiliuhiakhangani, WCB akiliqniaqtaa havaktup surviving aippanga (unaluuniit ikhinnaqtaminut manikhakhangani) tamaat manikhangani akiliuhianga aadjikutariyatamaat akinga havaktup havaguiqpiarhimayuq akiliuhiakhaq maniqarvinganut. Qaffi taalanga angitqiyaukpat mikitqiamit aippanga tikkuanginnarialik uuminnga tuniyuuq akiliuhiakhangani.

Ihariagiyut Nutaqqat – Tatqirhiunguraikpat akiliuhianga \$440 tamainnut nutaqqamut ukiuqaqtut ataani 18 akiliqtauyuuq. Taimaa nutaraq 18nguqqat avatqumagumiukluunit iliharhimmaarumi, tamna ikayuutikhaq akiliqtauhimmaaqtauniaqtuuq qakugumut.

### **Ontario**

Aippanga – Tamaat manikhangani akiliqtauyuuq aippanganut, avvakhimayuqlu aadjikutamik ukununga Ihariagiyut Nutaqqat, piniaqtuuq ukiunganit aippanganit. Tunngavinga manik \$40,000; talvanga \$1,000 ilaliutihimayuq tamainnut ukiunga aippanga ataani ukiuqaqqat 40, unalu \$1,000 piiqtauyuuq tamainnut ukiunganut avatqumagumiuk 40. Kiklingtamaat manikhangani \$60,000, mikitqiangattuuq \$20,000.

Tatqirhiunguraikpat ikayuutikhaq tuniyayuqlu piyuuq pusantnganik huiqtup havaktup ilakunganiiit maniliuqtaminiiit. Tatqirhiunguraikpat ikayuutikhaq akiliuhianga pilihaaliqtuuq 40pusantmik mikhilaahuni 1pusantmik tamaat ukiumi aippanga 40nguqtinnagu, mikitqianganut 20pusantmik. Tatqirhiunguraikpat ikayuutikhaq angikliyuumiqtuuq 1pusantmik tamainnut ukiunganut aippanga avatqumagumi 40nik, kiklinganut 60pusantmik.

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Inuuyumut aippangit nutaraittunut, tamna pusantnga piniaqtuq ukiunganit taimaa havaktup tuqudjutinganit, aadlangulimaittuq aaqualirumi, akiliqtauniaqtuq inuulaktilluni.

Aippaqaqtunut nutaralgit, tatqirhiunguraikpat akiliuhianga piniaqtuq uumannga 85pusantmik huiqtup havaktup ilakunganit maniliuqtaminit tuqudjutinganit. Hivulliqpaarutinga nutaraq 19nguqqat, tamna manikhaq ikayuutingit ihivriuqtauyut. Tamna nutarangit atiliurhimagumik iliharvikmi, 10pusantmik aippaup tatqirhiunguraikpat akiliuhianga piiqtauyuq akiliqtaupluni nutaramut taimaa nutaraq iniqtirumiuk naunaitkotalikmik ilihaidjutinganik, 30nguqqalluuniit, kitu tiktaa hivulliqpaaq. Taimaa nutaraq pilimaiqtuq uuminnga 10pusantmik akiliuhianga, utiqtiffaaqtuq aippanganut atauhiq amihulluuniit lhariagiyut Nutaqqat munarigumik. Taimaa nukarhiqpaaq nutaraq 19nguqqat, tatqirhiunguraikpat ikayuutingit ihuarhaqtauyuq pigiami aippaup ukiunga nutarap 19<sup>nguqqat</sup>, akiliqhimaanriaqtuq inuullaktillugu.

Taimaa havaktuq pittaarumi maniiurutigiyangit havaguiqpiarhimayuq manikhaq ikayuutingit tuqutpat aaniarutaittumik, tamna manik tuniyauyuq ukunangga WSIB havaktuqlu, unalu katitqhimayuq piqutingit maniit, atuqtauniaqtuq tunigiami ikayuutikhaq aippanganut. Tuqudjutinga aanirutautimut (ikhinnaqtauyut piniaqtut inuuyut ikayuutikhangani), aippanga qimakutingillu ikayuutikhangit piniaqtut manikmik tamna havaktuq tuniyuq uumunnga havaguiqpiarhimayuq manikhaq (unaungittuq WSIB-kut aittuutinginnik) maniliurutingillu.

Ihariagiyut Nutaqqat – lhariagiyuq nutaraq, aippaqaqngitpat, pittaqaqtuq tatqirhiunguraikpat akiliuhiakhangit taimaa iniqtirumiuk ilihairutinga, naunaitkutimik, 30nguqqalluunit, kitut hivulliqpaaq tikitkumiuk. Atauttimut atayuq akiliuhiakhangit tamainnut lhariagiyut Nutaqqat qaangiutilimaitaa 85pusantmik huiqtup havaktup ilakunganit maniliuqtaminit. Angayukhiq nutaraq piniaqtuq 30pusantmik angayuqqaap ilakunganit maniliuqtaminit 19nguqqat kihimi, talvangaanik mikhiniaqtuq 10pusantmik. Amigaitpat atauhiqmit ihariagiyuq nutaraq 10pusantmik akiliqtauyuq tamainnut aadlanut nutaranut (angayukhitqianga piniaqtuq 30pusantmik).

### **New Brunswick**

Aippanga – Tamaat manikhangani aadjikutariyaa 50pusantmik uumannga New Brunswick Havakvinganit Atauttimut Maniliuqtaminit (NBIAE) (\$20,610) tuniyauyuq aippanganut.

Katimayiingit akiliqniaqtuqlu tatqirhiunguraikpat ikayuutingit aadjikutariyaa 80pusantmik huiqtup havaktup ilakunganit maniliuqtaminit taimaa atauhiqmik ukiumik inuuyumut aippanga. Talvani atauhiqmi ukiumi, ikayuutiqarluni inmikkuuqtuq maniliqiyiimit akiliqtauyuq Katimayiinginnit, aippanga niruaqtukhaq atauhiqmik malruuknit hapkuat ikayuutikhaq ihumaliurutinginnit:

#### Ihumaliurut 1

- Tatqirhiunguraikpat ikayuutingit aadjikutariyaa 85pusantmik uumannga havaktup ilakunganit maniliuqtaminit mikitqiyauyuq pilaarutinganit CPPmik, akiliqtauyuq taimaa aippanga nguqqat 65.
- Manik tutqurhimayut aadjikutariyaa 5pusantmik uumannga ikayuutingit akiliqtauyuq, atayut uumunnga angikliyuumiqhimayuq manikhaq, atuqtauniaqtut aippanganit niuviriama akiliuhiakhaq 65nguqqat.

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- Ikayuutingit uumani ihumaliurutingani piniaqtuq ilanginnut imaatut ittuq uuktuut. Imaatut ittuq taimaa inuuyuuq aippanga katuhiffaarumi iglumiuqatiqalirumi nutaamik aippamik, unalu ilakunganit maniliuqtaminit nutaaq aippanga unalu ikayuutingit akiliqtauyuuq inuuyumut aippanga qaangiutiyyuq 85pusantmik uumannga ilakunganit ilangit manikhangit, taimaa ilanga qaangiutingitpat 85pusantmik akiliqtauniaqtuq ihariagiyumut aippanga..

#### Ihumaliurut 2

- Tamaat manikhangani akiliuhianga aadjikutariyaa 60pusantmik huiqtup havaktup ilakunganit maniliuqtaminit.
- Ikayuutingit aadjikutariyaa 60pusantmik huiqtup havaktup ilakunganit ukiumi maniliuqtaminit, akiliqtauyuuq taimaa aippanga 65nguqqat.
- Ikayuutingit tamainnut ihariagiyuuq nutaraq (naunaiqhimayuuq hamna ataani titiraqhimayumi Ihariagiyut Nutaqqat).
- Manik tutqurhimayuuq aadjikutariyaa 8pusantmik ikayuutingit akiliqtauyuuq, atayut uuminnga angikliyuumiqhimayuuq ilaliutihimayuuq akikhanga atuqtauniaqtuq inuuyumit aippanga niuviriami akiliuhiakhaq 65nguqqat.
- Manikhanga uuktuutikhanganik pilimaittuq; kihimi, atauttimut maninga una tatqirhiunguraikpat ikayuutingit avatqumalimaitaa 85pusantmik huiqtup havaktup tatqirhiunguraikpat maniliuqtaminit

Taimaa tuqutpat havaktuq tuniyauyuuq uuminnga havaguiqpiarhimayuuq akiliuhiakhaq, tamna havaktuq naunaiqtakhaa kitumut manik tuniyauniaqtuq. Nutaraitpat, WorkSafeNB atiqtauniaqtuq manikhaq tuniyauyakhag sainiqtauhimayumut kaantranganut. Taimaa havaktuq tuqukpat 65nguqtinnagu (niuvrutiyuuq akiliuhiakhaq), Katimayiingit avvaktaa atauttimut manik tutqurhimayuuq, unalu angikliyuumiqhimayuuq manikhaq, inuuyunut nutaaqqaminut. Nutaraitpat, atauttimut manik tutquumayuuq, manikluuniit ilakunga akiliuhiakhaq, himmiqtauyuuq Aaniqtauyunut Manik.

Ihariagiyut Nutaqqat – Nutaraq 7nguqtinnagu piniaqtuq 10pusantmik NBIAE. Nutaraq ukiuqaqtut 7 uumanilu 13 ukiuqaqtut tamaat piniaqtuq 12.5pusantmik NBIAE-mit. Nutaraq ukiuqaqtut 14 uumanilu 17 ukiuqaqtut tamaat piniaqtuq 15pusantmik NBIAE-mit. Nutaraq ukiuqaqtut 18 uumanilu 21 ukiuqaqtut tamaat, sikuuqhimmaaqtut ilitariyauyumit ilihaivikmit piniaqtuq 15pusantmik NBIAE-mit.

#### **Nova Scotia**

Aippanga – Taimaa havaktuq tuqukpat havavikminit aaniqtauyuuq, Katimayiingit akiliqniaqtuq tamaat manikhangani tuqudjutinga ikayuutikhaq uuminnga \$15,000. Taimaa havaktuq tuqukpat pitillugu manikhangani (ukuallu uuktuqtut talvani tuqudjutinga pingittuq havaktilluni aaniqmat) aippanga unaluuniit Ihariagiyut Nutaqqat tuniyauniaqtuq pingahuuqtitauluni tatqirhiunguraikpat manik taimaa akiliqtauyakhaqtukharaluaq havaktumut. Taimaa havaktuq piqaqqat 100pusantmik Akuniraalukmut Aaniarutiqaqqat Aanirumi (PMI) aadlamiklu 9mit amihuarutigiyuuq tatqirhiunguraikpat ikayuutikhaq akiliqtauyuuq.

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Ququtaugumi uumannga havavikminit aaniqtauyuuq, inuuyut ikayuutingit akiliqtauyuuq aippanga unalu lhariagiyut Nutaqqat. Aippanga piniaqtuq manikhakhanga aadjikutaanik 85pusantmik uumannga havaktup ilakunganit maniliuqtaminit aaniqtinnagu. Ikayuutikhaq akiliqtauyuuq tatqirhiunguraikpat taimaa kitut aippanga tikitkumiuk 65 ukiut, unaluuniit tamna havaktuq 65nguqtinnagu, kitu kingulliqpaanga. Manik aadjikutariyaa 5pusantmik inuuyup manikhakhanga tutquumaniaqtuq tunigiami uuminnga akiliuhiakhaq aippanganut, tuniyauniaqtuqlu aippanganut taimaa inuuyuuq manikhakhanga nutqaruirumi akiliqtauyuuq.

Ihariagiyut Nutaqqat – Ihariagiyut Nutaqqat piniaqtuq ikayuutikhaq uuminnga \$196 atauhiqmi tatqirhiunmi. Ikayuutikhaq akiliqtauniaqtuq taimaa tatqirhiutinga nutaraq 18nguqpat unaluuniit, angiqtauyumik iliharumi, taimaa nunguvingani sikuurutinga talvani nutaraq tikitkumiuk 25nik ukiunik.

### **Prince Edward Island (PEI)**

Aippanga – Katimayiingit akiliqniaqtuq manikhaq havaktunut nutaranganut, aippanganullu, nutaraq, aadlallu inuit angiqtauyut ikayuutikhamiknik tuqudjutinganit havaktup aaniqtaukmat havallaktilluni.

Aippanga piniaqtuq tamaat manikhangani akiliuhianga uuminnga \$10,000, manikmiklu aadjikutariyaa 70pusantmik akinganit-maniirutigiyangit ikayuutingit akiliqtauniaqtuq tamna havaktuq, mikitqiaq 50pusantmik ukunanit CPP inuuyuuq ikayuutingit akiliqtauyuuq aippanganut tuqudjutaukmat. Una ikayuutikhaq akiliqtauniaqtuq taimaa aippanga tuqukpat, 65nguqqat, unaluuniit tamna havaktuq 65nguqqat, kitu kingulliqpaanga.

Taimaa tuqutpat havaktuq pittaaqtuq manikhakhanga himmautinga ikayuutingit, tahapkuat ikayuutingit nuutiqtaulimaittut inuuyunut aippanga nutarangilluuniit.

Ihariagiyut Nutaqqat – Tamaita nutarangit piniaqtuq manikmik aadjikutariyaa 10pusantmik akinganit-maniirutigiyangit ikayuutingit tamna havaktuq piniaraluaqtanganit, 18nguqqat, unaluuniit 22 atiliurhimakpat iliharvikmit ilitariyauyut Katimayiinginnit. Atauttimut akiliuhianga tamainnut nutaqqat avatqumalimaitaa 30pusantmik akinganit-maniirutigiyangit ikayuutingit akiliqtauniaqtuugaluaq havaktumut.

### **Newfoundland**

Aippanga – Tamaat manikhangani akiliuhianga piliurhimayuuq aadjikutariyaa 26 amihairyuurhimaluni havaktup ilakunganit maniliuqtaminit aanirutingani, unaluuniit \$15,000, kitu angitqiyauyuuq. Aippanga piinarialik tatqirhiunguraikpat manikhakhanga aadjikutariyaa 80pusantmik havaktup ilakunganit maniliuqtaminit, mikitqiaq CPP inuuyup manikhakhanga, akiliqtauyuuq taimaa ublunga tamna havaktuq 65nguqtuq, unaluuniit malruuknik ukiuqaqtut taimaa havaktuq 63nguqqat avatqumagumiukluuniit.

Ihariagiyut Nutaqqat – Ikayuutingit akiliqtauyuuq inuuyumut aippanga ihumagiyauyuuq manikhaqtuq inuuyumut Ihariagiyut Nutaqqat. Aippaqangitpat, aippanga tuqukpatluuniit, ikhinnaqtuq atauhiqmik amihunikluuniit Ihariagiyut Nutaqqat tamna havaktuq ukiuqaqtut ataani 18, tatqirhiunguraikpat manikhakhanga akiliqtauyuuq munaqtiyuumut taimaa nukarhiqpaanga nutaranga 18nguqqat, 25nguqqalluuniit taimaa nutaranga iliharhimmaarumi.

HAVAKTUT QAYAGITJUTTIKHAINNIK  
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