



Oral presentation

Exposé oral

**Written submission from
Jennifer Parada**

**Mémoire de
Jennifer Parada**

In the Matter of the

À l'égard de

**Cameco Corporation, Rabbit Lake
Operation**

**Cameco Corporation, établissement de
Rabbit Lake**

Application for the renewal of uranium
mine/mill licence for Rabbit Lake Operation

Demande visant le renouvellement du permis
d'exploitation de mine et d'usine de
concentration d'uranium pour l'établissement
de Rabbit Lake

Commission Public Hearing

Audience publique de la Commission

June 7-8, 2023

7-8 juin 2023

April 19, 2023

Jennifer Parada

La Ronge, Saskatchewan
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Senior Tribunal Officer, Commission Registry
Canadian Nuclear Safety Commission
280 Slater Street
Ottawa, Ontario

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Dear Senior Tribunal Officer,

My name is Jennifer Parada and I have been an employee at Cameco's Rabbit Lake Operation for over 17 years. I was born and raised in La Ronge and currently reside there with my two young children. I started my career with Cameco in March of 2006 at the age of 21 after completing my education at Northlands College in La Ronge. I have spent my entire Cameco career within the Rabbit Lake Laboratory. I began as a Chemical Technician Trainee. I gained valuable hands-on experience through training and hard work within the department. Over the years, I worked my way through the employment progression steps in the Chemistry Lab from being a trainee, a junior, an intermediate, and a senior lab technician. I have now been a Lab Technologist for the past eight years. My work experience and responsibility have come a long way from those first days as a trainee.

Within the duration of my career, I have had two children. In May of 2015, my daughter Carley was born. In April of 2016, shortly before I was due to come back to work after my maternity leave, it was announced that Rabbit Lake would be going into care and maintenance. I was one of the few lab staff asked to remain with the department during care and maintenance. As a result of the shutdown, Cameco decided that Rabbit Lake would be changing its work rotation to a 2 week in/2 week out schedule. This shift schedule change coincided with me leaving again on a second maternity leave. My son Cole was born in December of 2016. I returned to Rabbit Lake in December of 2017 and continued to work the 2 week in/2 week out work schedule. I knew this new shift schedule would be challenging but I carried on with it.

After nearly 2 years of working this shift, I endured some major changes in my personal life. These changes resulted in it no longer being feasible for me to maintain the 2 week in/2 week out work schedule. I was needed at home for my family, but I still had a thriving career I wanted to maintain. I needed to make a choice. It was either home or work. I reached out to my supervisor

and confided in her about my personal situation. I did not want to quit my job. I had put in so many years of hard work to get to where I was in my career. I loved my job and everyone that I worked with. It is a rare opportunity for those of us who live in more remote, isolated communities to get to work in one's dedicated field at a company that offers great pay, great benefits, and a rewarding work schedule. I didn't want to just give up the career which I had worked so hard to build. I did not know how I could possibly make my work life balance sync together.

It was then that I learned about Cameco's workplace accommodation program which included an option to job share. Two employees could apply and if approved, could share one shift. At the time, we had an employee working in the lab on a contract, filling in for an employee on leave. After discussions with this person, we decided to apply for the job share program together. Our application was reviewed by our supervisor and by the site to ensure that the arrangement would provide a benefit to everyone. Our application was accepted, and in November of 2019 and I started my first 1 week in/3 week out work schedule. I continue to work this schedule to this day.

Had it not been for the job share program, I would have been unable to continue my career with Cameco. I would have struggled to find employment within my educational background in my home community, where good paying jobs are scarce. I would have struggled to support myself and my children financially had I not been able to continue my career. I most likely would have had to sell my home and move in with my parents until I could somehow manage to get back on my feet. Or even worse, I would have to move out of my home community entirely where I planned to raise my children, just to find better employment. I am so grateful to Cameco and Rabbit Lake for giving me the opportunity to have a rewarding career in a technical field which has allowed me to live in my northern home community, raise my children here, and provide a schedule flexible enough for my family's needs.

A lot of companies say that maintaining a strong work-home balance for their employees is one of their top priorities. But we all know that this is not always the case. After my experiences, I know that this company, Cameco, means it. They care about giving people who live in the remote north an equal chance to work for a company of this caliber, without having to give up our homes and move to the city. They care about maintaining that positive work-life balance and they care about their employees and their families. If you talk to a shift worker at any of Cameco's mine sites, I am sure they have all said at one point that work is their "second home." We dedicate half of our lives to our jobs and to Cameco. It is our livelihood. It is home.

Thank you for the opportunity to speak about my experience with Cameco. I am pleased to provide this letter in support of Cameco's 20-year renewal application for the Rabbit Lake, McArthur River and Key Lake uranium mine and mill licenses.

Sincerely,
Jennifer Parada