



CMD 26-H3.10

Date: 2026-08-12

**Written Submission from
Canadian Mental Health
Association**

**Mémoire de l'
Association canadienne pour la
santé mentale**

In the matter of

À l'égard de

Cameco Corporation

Application to renew the Class IB nuclear
fuel facility operating licence for the Port
Hope Conversion Facility for a period of
20 years

Cameco Corporation

Demande visant à renouveler, pour une
période de 20 ans, le permis d'exploitation
d'une installation de combustible nucléaire
de catégorie IB pour l'installation de
conversion de Port Hope

Commission Public Hearing

Audience publique de la Commission

November 2026

Novembre 2026

August 12, 2026

Tribunal Officer, Secretariat
Canadian Nuclear Safety Commission
280 Slater Street
P.O. Box 1046, Station B
Ottawa, ON K1P 5S9

Re: Cameco Port Hope Conversion Facility Licence Renewal Application

Dear President and Commission Members,

My name is Jack Veitch, and I serve as the Manager of Community Engagement & Education with the Canadian Mental Health Association Haliburton, Kawartha, Pine Ridge (CMHA HKPR). I am pleased to provide this intervention in support of Cameco's application to renew the operating licence for the Port Hope Conversion Facility (PHCF) for a 20-year period. This submission is based on CMHA HKPR's extensive and longstanding partnership with Cameco and our direct experience working alongside the organization to support employee mental health, psychological safety, and workplace wellness since 2016.

Over the past decade, I have had the privilege of working closely with Cameco leaders and employees across multiple locations, including Port Hope, Cobourg, and Blind River. Through this partnership, I have witnessed firsthand an organizational culture that demonstrates a genuine and sustained commitment to the health, safety, and well-being of its workforce.

One of the most significant aspects of our partnership has been Cameco's investment in leadership training. Since 2016, more than 280 Cameco supervisors and leaders have completed Mental Health First Aid training. Mental Health First Aid equips participants with the knowledge and skills needed to recognize signs of mental health challenges, provide initial support, and connect individuals with appropriate professional resources. The training helps supervisors respond confidently and appropriately when employees may be experiencing mental health concerns while fostering psychologically safer workplaces.

Beyond the initial certification, Cameco has consistently demonstrated its commitment to continuous learning by ensuring supervisors participate in Mental Health Refresher courses specifically customized for the Cameco environment. These refresher sessions focus on practical workplace applications, helping leaders balance their responsibilities for employee well-being with performance management expectations. The discussions

emphasize how to have supportive conversations, recognize early warning signs of distress, encourage help-seeking behaviour, and create environments where employees feel safe discussing mental health concerns.

Importantly, Cameco's commitment to mental health extends well beyond its leadership teams. Throughout our partnership, I have delivered numerous mental health education sessions for employees across the organization through safety meetings, lunch-and-learn presentations, professional development seminars, and workplace wellness initiatives.

Topics have included:

- Stress management and mental health enhancement;
- Mental health during the holiday season;
- Chronic stress and fatigue management;
- Depression and anxiety awareness;
- Building resilience and psychological well-being;
- Suicide awareness and intervention training;
- Mental health in the workplace; and
- Strategies to support personal and team wellness.

A particularly noteworthy example has been the delivery of safeTALK suicide alertness training, developed by LivingWorks. safeTALK is an internationally recognized suicide prevention program that teaches participants to recognize signs that a person may be thinking about suicide, engage them in a supportive conversation, and connect them with appropriate resources and intervention supports. Cameco's willingness to offer and support this type of training demonstrates a proactive and compassionate approach to workforce wellness and safety.

From my perspective as a mental health professional and educator, Cameco has consistently approached mental health as an integral component of workplace safety rather than a standalone wellness initiative. The organization's leaders have repeatedly sought opportunities to strengthen employee supports, increase mental health literacy among staff, and reduce stigma surrounding mental illness.

Over the years, I have observed strong engagement from employees, supervisors and senior leadership team members alike during training sessions. Participants routinely demonstrate a desire to learn, support one another, and contribute to a healthy workplace culture. This level of engagement does not occur by accident; it reflects organizational



leadership that prioritizes employee well-being and actively invests in creating a psychologically healthy workplace.

Cameco's long-term investment in education, prevention, and employee support reflects a culture of care that aligns with many of the principles that contribute to safe and healthy workplaces.

Based on our decade-long partnership and my direct experience providing mental health education and training throughout the organization, I have confidence in Cameco's commitment to its employees and its ongoing operations. The Port Hope Conversion Facility has demonstrated a dedication not only to physical safety but also to fostering the psychological health and wellness of its workforce.

For these reasons, I respectfully support Cameco's application for a 20-year licence renewal for the Port Hope Conversion Facility and encourage the Commission to give favourable consideration to the application.

Thank you for the opportunity to provide this intervention.

Sincerely,

Jack Veitch
Manager of Community Engagement & Education
Canadian Mental Health Association, Haliburton, Kawartha, Pine Ridge
jveitch@cmhahkpr.ca
705-340-3586