



CMD 26-H3.6

Date: 2026-07-30

**Written Submission from
Michael Dalmaridis**

**Mémoire de
Michael Dalmaridis**

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

Wednesday, July 22, 2026

Tribunal Officer, Secretariat
Canadian Nuclear Safety Commission
280 Slater Street
P.O. Box 1046, Station B
Ottawa, ON K1P 5S9
Email: cns.interventions@canada.ca

Re: Cameco's licence renewal application for the Port Hope Conversion Facility (Nov 3-5, 2026 Hearing)

Dear President and Commission Members,

My name is Mike Dalmaridis, and I am the Senior Coordinator, Training at Cameco's Port Hope Conversion Facility (PHCF). I am writing in support of Cameco's application to renew the Port Hope Conversion Facility operating licence for a period of 20 years.

I have worked at Cameco for approximately seven and a half years and have had the opportunity to work closely with employees, supervisors, managers, subject matter experts, and workers from across the facility. In my role, I am responsible for overseeing training programs that help ensure employees possess the knowledge, skills, and understanding needed to perform their work safely and competently.

Throughout my time at PHCF, I have experienced a workplace where safety is not just a requirement—it is an integral part of how work is planned, performed, and continuously improved. Safety discussions occur daily at all levels of the organization. Employees actively participate in pre-job briefings, hazard identification, procedure reviews, safety meetings, and improvement initiatives.

From a training perspective, I have had a unique opportunity to see how deeply safety is embedded into every stage of an employee's development and work life at PHCF. The facility supports a comprehensive training program that ensures employees, contractors, supervisors, and managers understand not only what they are required to do, but why those requirements are important for protecting people, the environment, and the facility.

Before employees are qualified to perform work independently, they complete structured training that includes site orientation, radiation protection fundamentals, conventional health and safety requirements, environmental responsibilities, emergency preparedness, human performance principles, and job-specific qualifications. Depending on their role, workers also complete practical demonstrations, evaluations, and performance-based assessments to verify their competence before being authorized to perform certain tasks.

Training does not end once an employee is qualified. PHCF places significant emphasis on continuous learning through refresher training, procedural changes, lessons learned, safety communications, drills, exercises, mentoring, and periodic requalification activities. As the manager responsible for the training department, I regularly see employees demonstrate a genuine commitment to maintaining their knowledge and skills and a willingness to learn from both internal and industry operating experience.

The Port Hope Conversion Facility has demonstrated a consistent commitment to safe, reliable, and responsible operations. The employees I work with take pride in their work and understand the importance of protecting themselves, their coworkers, the public, and the environment. This commitment is reflected in the professionalism, accountability, and care that I observe every day.

I have also seen the facility's commitment to transparency and engagement with employees, regulators, and the surrounding community. Open communication and a willingness to listen to feedback are important parts of the culture at PHCF and contribute to building trust and confidence in the organization's operations.

Based on my experience as both a long-term employee and the leader responsible for PHCF's training programs, I have confidence in Cameco's ability to continue operating the Port Hope Conversion Facility safely and responsibly. The facility has established a mature and effective training system, a strong safety culture, and a workforce that takes ownership of operational excellence. These strengths have been built over many years and are demonstrated daily through the actions of employees across the site. For these reasons, I respectfully support Cameco's application and believe the Port Hope Conversion Facility has earned the trust and confidence necessary to be granted the requested 20-year licence renewal.

Sincerely,

Mike Dalmaridis
Senior Coordinator, Training
Cameco – Port Hope Conversion Facility
Port Hope, Ontario