



Community Sustainability Committee (CSC) Meeting Minutes - DRAFT

Date/Time: March 16, 2012 **Time:** 10:00 am – 2:00 pm

Location: Coast Hotel, Prince George **Date Issued:** March 22, 2012

Prepared by: Catherine Rockandel, Rockandel Associates, IAF Certified Professional Facilitator

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Attendees:

Name	Organization	Present (P)
Emily Colombo	District of Fort St. James, EDO	P
Joan Burdeniuk	District of Fort St. James, Councillor	P
Ann McCormick	College of New Caledonia – Fort St. James	P
Trish Jacques	District of Mackenzie, Councillor & CNC	
Diane Smith	District of Mackenzie, EDO	P
Rosemary Sam	Nak’azdli Band Council, Representative	
Evan Prince	Nak’azdli Band, Natural Resource Worker	
Jenine Solonas	McLeod Lake Indian Band, Councillor	
Kathie LaForge	District of Vanderhoof, EDO	P
Brian Frenkel	District of Vanderhoof, Councillor	P
Heather Oland (HO)	Initiatives Prince George, Executive Director	P
Jocelyn Fraser (JF)	TCRK	P
Christy Smith (CS)	TCRK	P

Distribution: Attendees + Community Sustainability Committee distribution list

Description: Summary of Action Items	Resp.	Due Date	Item
Confirm June 7, 2012 meeting on Mt Milligan Mine Site	JF	Confirmed	1
Membership Sub Committee to Review Conflict of Interest Language	CR- MSC	April	2
Ask John Sandstrom if training is expanding to Prince George, with broadening of catchment area to attract employees to camp	CS	April	4
Respond to questions: Is TCM is going to run own camp? Can camp servicing can be structured similar to New Gold model? What is process for tendering load out trucking and operations?	JF	Request for information made	1

Tailing Ponds Specifications for members (includes wall thickness)			4
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#	Topic
1	<p>Mt Milligan Update</p> <p>Jocelyn Fraser, Director, Corporate Responsibility provided an update on the management structure, construction progress, operations camp and the load out. The presentation materials are included with the minutes. The following questions were raised by members of the CSC:</p> <p><u>MANAGEMENT STRUCTURE</u></p> <p>Q1: Who is GM of Endako? A1: Scott Montelius</p> <p>Q2: What is your title? A2: Jocelyn Fraser, Director, Corporate Responsibility</p> <p>Q3: What hat will Leslie Lax be wearing when he does community interviews? A3: Independent socio-economic/community researcher</p> <p>Q4: What is time frame for community relations audit interviews? A4: Report to be completed by the end of May</p> <p>Q5: How many people from each community? A5: He will be interviewing the Mayor's, Economic Development Officer, others. We welcome any suggestions you have.</p> <p>Q6: Could the interview questions be sent in advance to help people prepare and think about questions? A6: Yes</p> <p>Q7: How will the results of the audit be shared? A7: It will be shared with the CSC and each interviewee will receive a copy of the final report</p> <p>Q8: What is the scope of the audit? A8: It will be looking at what is working well. What benchmarks can be established. It is a process to start the conversation about corporate social responsibility and to cast net wider than community relations.</p> <p>Comment: Jocelyn Fraser has spoken with Janice Shandro about her research. Thinking of involving her in a future meeting to have an open conversation about her research and how it could inform the CSC's work. What do CSC members think? Members were enthusiastic about idea</p> <p>Q9: Can we get copies of the company structure outlined on this slide? A9: Yes, these are included in the PDF presentations attached to the minutes</p> <p>Q10: Where did Terry Owen fit? What about Juris Ore? What about Randy MacGillivray? A10: Terry is aligned just below the CEO/COO level. He does special projects. Juris Ore was the Operations Manager. Randy was the Director of Environment reporting to the President.</p>

Q11: Any updates on a replacement for Wes Carson?

A11: TCM through our HR department is looking for someone asap

Comment: We the communities would like company support to lobby the government to attract skilled workers through an initiative that forgives student loans if they come and work in the north.

Q12: Is Endako doing another expansion? There was a newspaper article that was very confusing.

A12: No, we agree that newspaper article gave that impression

Q13: What is TCM's perspective about getting involved in some of the other regional training initiatives. For example: the project that is happening at the old Rustad mill site is in preliminary discussion. It will have major benefits for companies like TCM because it is focused on trades.

A13: It is unfortunate John Sandstrom was not available to attend the session. He has been working with CNC on a lot of training initiatives.

Q14: CNC has adapted quickly. Today we graduated 12 mine industry certificates. However we felt the commitment from TCM was vague in terms of hiring 12. Why was that?

A14: TCM does not want to give expectation that jobs are guaranteed. Graduates will be interviewed now but many do not have skills that are required now on site. May need to come back for a second interview. TCM offset the costs of the training.

Comment: This is good but we (CSC) have to keep this discussion in perspective. The efforts are good but the challenge is that the employment needs in Northern BC is in the thousands that we need to attract and retain.

CONSTRUCTION UPDATE

Q1: Does TCM have an apprenticeship program?

A2: Yes, where applicable, our plan is that we will support various apprenticeship positions.

Comment: It would be useful to break out contracts by region to the end of 2012

Q2: Is it possible to get total value of contracts? (ie: 28 million context)

A2: Yes, we can look into this. Can track it going forward as we have a new system that supports sorting the information in that manner. May be difficult to pull the information from last year

OPERATIONS CAMP

Q1: Is the four on - four off schedule on the table?

A1: Right now we are basing our hiring plans on a 4 on 4 off schedule. There is no guarantee that things won't change but there are not current plans to change.

Comment: From a local perspective we would appreciate that TCM at least try the 4/4 scheduling

Q2: Why would TCM not have anticipated the operations camp from the beginning? I don't understand what has changed. The condition of the road is the same

A2: It is about the practical reality of driving on the road versus our expectation. We expected it might take an hour but the practical reality is it is taking two hours. The reality is that potential employees are expressing concern about a four-hour commute time in addition to the long work hours.

Q3: Can you talk to the forestry companies to find out projections for timber supply and how

these volumes will affect road traffic?

A3: The answer is not likely to change our position on the need for a camp as road traffic is not the only factor.

Q4: Was there work done to the North Road?

A4: The work was done was on the Rainbow FSR.

Q5: Are you surveying other shift options other than 4 on and 4 out?

A5: Not at the moment. There may be some special situations considered on a case by case basis, but right now we are planning to have most people work four on, four off during operations.

Q6: Is HR asking potential employees about other options besides 4 on and 4 out because there is a perception in the communities that you are exploring this and perhaps this is why?

A6: I don't know if they are asking potential employees but it is possible that they are also asking the question when people turn down job offers.

Q7: What level is TCM setting up camp services? Are they going for a one service provider fits all or are they looking at using a diversity of service providers?

A7: Not at that stage yet

Q8: Can contract be broken down to benefit small community service providers?

A8: It's an interesting idea and worthy of investigation

Q9: Are you going to run your own camp? Can you look at the New Gold model? This is an excellent model.

A9: Will need to get the details - I don't think we've made any decision yet

Comment: We (the communities) are concerned about the camp changes

Q10: Are dollars allotted for number of bus riders flexible? What if people want to live in community?

A10: We want to ensure flexibility

Q11: For the communities in the region, it would make the camp option more attractive as a benefit if there were a commitment to support a diversity of service providers from the region for the camp. If there was progress of the Fort St James subdivision and the District of Mackenzie lots. If TCM communicates its intention and the community sees progress then this would reassure the communities - what do you think you could do?

A11: When they are available, we could use the concept drawing to show progress on the lots and the subdivision.

LOAD OUT

Q1: What would an Environmental Assessment (EA) amendment look like?

A1: First step is to meet with the EA we have not had a meeting yet. Once we know what the process is for this specific amendment then we can communicate it to the CSC

Q2: What is the destination for the concentrate?

A2: From the load out facility the concentrate is shipped by rail to Vancouver for transport overseas for final processing

Q3: How many employment options would be around load out?

A3: It isn't quantified yet, but there is the trucking component and the operations.

Operations could be 6-12

Q4: Who is current operator? Are you going to tender the trucking and operations contracts for the load out?

A4: Not sure about process so need to check

Q5: What is the timing for amendment

A5: Need to find out what the steps are, then file an EA amendment, likely before the end of June

Q6: Do you have to file an EA amendment to assess options?

A6: No

Q7: What is involved in creating an EA amendment

A7: The proponent prepares a detailed proposal which is reviewed by the EA office. Typically, there is a defined public comment period

Q8: What considerations does the EA take into account? How do they make decisions?

A8: It would be specific to this project – we will have some details in the coming weeks and will share the process as soon as it is set.

2 **Membership Sub-Committee Update**

Christy Smith acting as spokesperson for the membership sub-committee provided an overview of the January meeting and action items identified in the minutes.

Catherine Rockandel provided an overview of the interview questions developed by the CSC for use during new member interviews.

In addition Catherine engaged the CSC in a discussion about adding conflict of interest guidelines into the CSC membership TOR. She presented an overview of possible language. The discussion was as follows:

Q1: What is “ conflict of interest” in the context of the CSC

A1: Members referenced municipal conflict as it relates to “pecuniary” interest – meaning interests of or related to money

Members suggested that a footnote should be added to the TOR to define conflict of interest. In addition they suggested that the word “community” should be removed before the word “activities”.

A poll was taken to determine next steps. The results were as follows:

I really like it - 0

Not perfect but good enough - 4

More discussion needed - 5

Serious Disagreement - 0

Given the poll result, the CSC directed the membership subcommittee to review the language and recommend a statement to be included in the TOR based on the following as a point of reference.

On page 3: Members shall in good faith avoid conflict of interest or the appearance of conflict of interest. If a CSC member's other activities could reasonably be expected to be materially affected by a topic under discussion by the CSC, he or she will disclose this prior to participation in the discussion. Following a declaration of a possible conflict of interest by a member, CSC shall consider whether the member in potential conflict should leave the meeting for the duration of the discussion. Further, after declaring a conflict of interest and

leaving the discussion, no further information pertaining to that discussion will be distributed to the member.

On page 4: If an undisclosed or ongoing conflict of interest is determined by the sub-committee to exist, the Membership Sub-Committee recommends to the CSC the dismissal of said individual; if approved, the facilitator is to communicate the decision to the individual on behalf of CSC.

If the Membership Sub-Committee cannot reach consensus about the ongoing status of a CSC member, there would be a recommendation to review the issue at a full CSC meeting. In the extraordinary event the Membership Sub-Committee and/or the full CSC cannot reach consensus regarding an individual's CSC membership, an impartial, third party arbitrator, selected through mutual agreement, would be engaged by CSC and funded by TCM.

Footnote Definition: A conflict of interest can be defined as any situation in which an impartial observer perceives that an individual or corporation (either private or governmental) is in a position to exploit a professional or official capacity in some way for their personal or corporate benefit.

3 **Corporate Social Responsibility Report**

Jocelyn Fraser provided an overview of the draft CSR report. The CSC provided the following feedback:

Comments: This is a good idea; can we get a copy of it; I look forward to reviewing the final copy

Q1: When do you to release it?

A1: At the end of the month

Q2: Can you add more details to a list of groups that got funding? If there are too many can you break them down into categories of community groups, such as sports, health, arts, etc

A2: Can include the categories

Q3: What did Mackenzie and Fort St James do with the \$50,000 they each received?

A3: Fort St James invested in daycare and recycling program. Mackenzie replaced the chassis of the emergency vehicle and invested in a park

Q4: What about adding more details about the sponsorship investments?

A4: Yes at a high level we could list organizations, such as education, recreation, etc

4 **Environment, Training and Community Update**

Christy Smith, Manager Community Relations also provided an update on environment and training, as Scott Morrison and John Sandstrom were unavailable to attend the meeting. The presentation materials are included with the minutes.

Q1: Where were the wildlife sightings?

A1: All of the sightings except coyotes were on the perimeter.

Q2: Any garbage animals?

A2: No, but the coyotes were coming into camp because some of the contractors were feeding them. We have been educating the contractors

Q3: What marketing is happening at high schools?

A3: Project Mining is being delivered in School District 91

Q4: What about School District 57 and Mackenzie? They are in catchment

A4: Thompson Creek Metals has been working with Mackenzie high school to develop mining curriculum.

Q5: Is training expanding to Prince George, with broadening of catchment area to attract employees to camp?

A5: Have to ask John Sandstrom about whether training is expanding

Q6: Do First Nations have a hand in shaping cultural awareness program you have developed and are delivering?

A6: Yes, CNC has worked with Marlene Erickson, Sara John, Michele Gunter, Jenine Solonas to develop a story based oral program through a shared delivery model. It has been well received

Q7: Do all applicants for funding know where they stand

A7: Yes, denials are sent letters and others are phoned

Comment: Christy Smith said that the tours will be expanding from 20 people to 30 people this year.

Q8: Do you do specific tours for say Councillors?

A8: Yes, these are above and beyond the 10 community tours we do each year. Some of the specific tours include Councillors, First Nations Blade Runners program participants

Q9: I heard a rumour that the tailing pond walls were not thick enough. What are the specifications?

A9: We will get some technical information to answer that question and provide it to CSC members

5 **Summary**

Other business, discussion, reports of interest to members.

- Catherine mentioned that Resources North Association in Prince George is conducting a workshop called Bridging the Divide on April 24 and 25. The workshop focuses on labour needs in Northern BC. Go to www.resourcesnorth.org
- A CSC member suggested it was on the same day as the Hwy 16/97 alliance on labour.
- HO said she would talk to Erin at the Ministry to put together a spreadsheet on training and other workshops to improve communication and awareness

Next Meeting: The CSC members identified June 7th as a possible date for the next meeting. It was agreed that the next meeting should be at the Mine Site. JF said she would see if there was availability to accommodate the CSC on June 7th