



# MountMILLIGAN

## Community Sustainability Committee (CSC) Meeting Minutes - FINAL

**Date:** December 7, 2012 **Time:** 10:00 am – 2:00 pm  
**Location:** Initiatives Prince George **Date Issued:** December 29, 2012  
**Prepared by:** Catherine Rockandel, Rockandel Associates, IAF Certified Professional Facilitator  
**Facilitator:** T: 1 (604) 898-4614 E: cat@growpartnerships.com

### Attendees:

Name	Organization	Present
Emily Colombo (EC)	District of Fort St. James, EDO	P
Joan Burdeniuk (JB)	District of Fort St. James, Councillor	P
Ann McCormick (MC)	College of New Caledonia (CNC) Fort St. James, Supervisor	P
Trish Jacques	District of Mackenzie, Councillor	P
Diane Smith (DS)	District of Mackenzie, EDO	P
Rosemarie Sam	Nak'azdli Band Council, Representative	TC
Tanya Helton	College of New Caledonia (CNC), Acting Regional Director	
Jenine Solonas	McLeod Lake Indian Band, Councillor	
Misty Williams	McLeod Lake Indian Band, FN Employment & Education Liaison	TC
Brian Frenkel	District of Vanderhoof, Councillor	
Wayne Salewski	District of Vanderhoof, Community Representative	P
Erin Siemens	District of Vanderhoof, EDO	P
Heather Oland	Initiatives Prince George, Acting CEO	P
Tom Sentes	Prince George, Community Representative	
Jocelyn Fraser	TCM, Director, Corporate Responsibility	P
Leona Gadsby	Guest: Decoda Literacy Solutions	P

**Distribution:** Attendees + Community Sustainability Committee distribution list

Description: Summary of Action Items	Resp.	Due Date	Item
Check that Mackenzie community information is included in recruitment packages	JF	ASAP	2
Look at BST initiative to see if concept of 24 hour safety once employees leave mine site is incorporated	JF	ASAP	4
Follow up with HR about working with communities on recruitment, ambassador program, working Initiatives PG	JF	ASAP	5

#	Topic
1	<p><b>Introductions</b></p> <p>Catherine Rockandel, the facilitator welcomed the members and provided an overview of the agenda.</p>
2	<p><b>Mt Milligan Update: Jocelyn Fraser</b></p> <p>Jocelyn Fraser, TCM provided an update on construction, employment and hiring, and the status of the BCEAO amendment application process, and supplier registration/contract process.</p> <p><b>Q1:</b> Is Duz Cho building a camp?</p> <p>A1: Not to service Mount Milligan. Our camp is at capacity at the moment and during a period of total occupancy, some of Duz Cho's employees have had to stay in town rather than at camp. In the coming weeks, as several of the larger contractors complete their work at Mount Milligan there will, once again, be space at camp for Duz Cho staff.</p> <p><b>Q2:</b> In terms of the harassment policy, does this apply to every on site</p> <p>A2: It applies to employees but we will speak to contractors about problems involving them and subcontractors. We also have camp committee to review issues regularly.</p> <p><b>Q3:</b> Do the employees use this process?</p> <p>A3: There have been no complaints registered over the past year. They are aware of the process because there are posters, and information handouts are given to each employee.</p> <p><b>Q4:</b> In terms of the number of per community employees working at the mine site, do these numbers include casual?</p> <p>A4: They are for permanent full time employees</p> <p><b>Q5:</b> Is the information about communities included in TCM's recruitment packages?</p> <p>A5: Yes, for Prince George, Vanderhoof and Fort St James but need to check for Mackenzie</p> <p><b>Q6:</b> What is the process for informing community members about decisions? For example: I was asked about how decision was made to change to a 7/7 camp?</p> <p>A6: We currently use website, newspaper ads, e-bulletin - what other ideas does the committee have for communication?</p> <p>C7: Might need to re-look at different information needs of each community. Some might be more interested in events that are positioned as recruitment while others might be more interested in business contracting opportunities. For example: In Mackenzie and Vanderhoof there are not as many unemployed, but business people might be interested in contracting opportunities. Another idea is to use Teasers - these short statements could link to more information. For example: Did you know that Mt Milligan employees voted in favour of a 7/7 camp? Another option might be to post e-news on <a href="http://ominecaonline.com/">http://ominecaonline.com/</a>. Another idea might be in each community to post e-news on physical bulletin boards located in Post Offices, at Grocery Store and around the community. A lot of people read these posters.</p> <p><b>Q8:</b> Are these 2012 SRSA's for year to date or project to date?</p> <p>A8: They are year to date</p> <p><b>Q9:</b> Are the \$3,500 and \$4,557 from bottles?</p> <p>A9: From bottles and other sponsorship sources</p>

	<p><b>Q10:</b> Where do mitigation funds come into formulas?</p> <p>A10: The Legacy funding is focused on community sustainability rather than mitigation</p> <p>C11: I would like to learn more about environment, legal mitigation issues related to mine</p> <p>C12: Nak'azdli would like to see more money for the environment, and the building of a water treatment plant</p> <p>C13: It was not Richard that discovered the mine. It was actually my (RS) great-great-grandfather that knew about the gold at Mt Milligan</p> <p><b>Q14:</b> What is time in and out for the camp?</p> <p>A14: Seven days in and seven days out</p>
3	<p><b>Guest Presentation: Leona Gadsby</b></p> <p>Leona Gadsby, Lead Director, Programs and Services, Decoda Literacy Solutions provided a presentation and a link to a video of Hazelton's experience with the Decoda approach to literacy and community development. <a href="http://www.youtube.com/watch?v=IHW116Eq5KQ">http://www.youtube.com/watch?v=IHW116Eq5KQ</a></p> <p>Additional information on Decoda can be found at <a href="http://www.decoda.ca">www.decoda.ca</a></p> <p><b>Q1:</b> What resources are available to communities? Do you pull together expert resources, as the communities do not always know what resources are available?</p> <p>A1: Decoda provides \$10,000 to community to use towards a community identified priority or project. We also develop guidebooks to support the community project and we go to meetings to act as a resource. In addition we approached the Ministry to provide funding for administration and coordination because we identified that communities needed a person to support them with this.</p> <p><b>C2:</b> The gap in the approach is that industry needs to drive the integration of literacy skills into pay scales and hiring criteria so that it is normalized and becomes part of industry recruitment and hiring practices.</p> <p><b>C3:</b> As an employer, TCM would also do training and skill development programs</p>
4	<p><b>TCM CSR Report: Jocelyn Fraser</b></p> <p>Jocelyn Fraser provided an update on the 2012 CSR report content and key indicators</p> <p><b>C1:</b> Could you include a multiplier effect with the numbers to demonstrate the benefits to the region in the report?</p> <p><b>C2:</b> Could you show industry standard for safety and metrics to demonstrate how Mt Milligan has done in comparison?</p> <p><b>C3:</b> Recently there have been initiatives to support employees to consider 24-hour safety. This extends safety awareness to all aspects of life once you leave work.</p> <p><b>C4:</b> Will look at BST initiative to see if this is captured. In addition we could add new ideas moving forward.</p> <p><b>C5:</b> One best practice that should be captured in the CSR report is the TCM drug and alcohol testing. No industry has ever asked our community members to do this as part of employment. This has been community changing. It has caused people to think about the impacts of their drug and alcohol use in the workplace, which has also caused them to think about implications in their families and the community.</p> <p><b>C6:</b> Another success story is that the investment made by the company in training is being returned in that students that have completed programs are being hired and are having</p>

positive experiences. An email from a student was shared with the group. Use quotes from Mackenzie and Fort St James students in TCM CSR report

C7: One challenge that you could include in the CSR report is about housing development in terms of whether communities should build or not and what infrastructure is required

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### **CSC Community Roundtable Reports**

The CSC members reported on 2013 community development priorities and sustainability objectives.

#### Fort St James (EC)

- In 2013 we will focus on a housing needs assessment study
- Begin community centre construction this spring
- Assessment of essential infrastructure that is coming to the end of life
- FSJ has a ICSP that was created in 2009/2010. This is not likely to be priority in 2013 or to be updated

#### Fort St James (JB)

- Council is focused on building Healthy Communities initiative and the ways in which to support this through social, trails, infrastructure and other areas.
- Evaluating the allocation of resources effectively
- Updating the Economic Development Strategy
- We will be evaluating the transportation infrastructure and other infrastructure needs for example getting clarity about subdivision development infrastructure requirements
- We will be using the Healthy Communities lens in making many of our decisions
- We would like to actively partner with Mt Milligan on recruitment and attracting people to FSJ. (potential to work with TCM Ambassador program through HR)
- We would like to partner with other communities to have booths at events like Roundup

#### CNC Fort St James (AM)

- College is focusing on capacity building and bringing our four buildings into one building
- We are supporting community recruitment efforts to attract Doctors through the health partnership

#### Nak'azdli First Nations (RS)

- The CSR report should say that we want to build relationship with TCM for an IBA
- We want an independent environmental monitor.  
(DB) TCM hired a member of Nak'azdli to be an environmental monitor
- We will continue to focus on community health in 2013
- We will focus on the environment. We believe there should be a water treatment plant at the mine  
(DB) The Mt Milligan mine site is a zero-discharge mine. All water including surface water is collected and returned to the site

#### District of Mackenzie (TJ)

- We would like to collaborate with other communities regionally to develop a Mine Marketing Strategy
- In 2013 we are focused on Mackenzie in Motion which is an updating of OCP & Bylaws and an ICSP
- In 2013 clarify issues around new housing – ie: when, where, do we or don't we proceed

- Addressing water quality issues at Ganahaz subdivision
- Issues related to access to industrial land because of all of the industrial projects
- Continued economic uncertainty and instability in community. Ie: Connex project on hold
- Issues related to aging infrastructure

#### District of Mackenzie (DS)

- In 2013 looking at asset management, how is it going to be funded
- ICSP – attractiveness of community and goals; also identifying business community goals
- New hotel in planning by developer
- Changes in municipal management with half of staff retiring in next two years

#### McLeod Lake Indian Band (MW)

- My focus is on employment and education
- Direct community members to mine training programs
- Creating a data base of community people with skills

#### Vanderhoof (ES)

- February 16, 2013 referendum on building pool infrastructure and by-election
- Updating OCP
- Developing a community centre. There currently is no place for community groups. Have been using a building that is not a community centre. Do we put money into developing this building or build a new one. The YMCA wants to be housed in building as well to expand programs and child care it offers
- Working with RCMP to understand implications of growth associated with two mines – one to north and one to south of us. A possible base line study would be initiated in 2013
- Looking at business expansion – upgrade capacity of businesses to bid on contracts and upgrade health and safety standards processes in businesses to meet requirements
- Given some of the recent fire incidences around the province, our fire chief and staff have been doing a comprehensive assessment of all businesses fire safety standards and buildings

#### Vanderhoof: (WS)

- I would like to see a presentation in 2013 that provides an Mine Environment 101 update with greater technical information to support us to understand the processes and procedures on site
- Regionally there will be an increased focus on land issues related to historic logging practices
- Expansion of agriculture sector in particular Alfalfa hay that is in demand and being exported to China. Two plants have been developed in Vanderhoof to package the hay in smaller bundles for shipping
- Issues related to natural regional infrastructure – these are the lakes, rivers. For example mine employees can access these assets in their seven days off. There needs to greater emphasis on protecting and promoting these assets

#### Initiatives Prince George (HO)

- We would like to work with TCM on recruitment strategies. We have these programs set up but there has been no uptake from HR
- In 2013 focus on sustainable fiscal management of infrastructure and asset

	<p>management</p> <ul style="list-style-type: none"> <li>• Focusing on effective governance in 2013</li> <li>• Marketing and communications of economic development story – develop specific messages to target different markets</li> <li>• Could share resources to tell regional story</li> <li>• We have mapped the supply chain of resources and will continue to provide these to companies</li> <li>• Focusing on business investment opportunities for example exporting perishable goods, hay etc., to Asia</li> <li>• Ongoing focus on labour recruitment and retention. PG needs to grow by 20,000 people. Attraction efforts include job fairs and other strategies</li> <li>• Ongoing downtown development. Hired a consultant to evaluate gaps and identify companies that we meet their criteria. We are going after those companies</li> </ul>
4	<p><b>Summary</b></p> <ul style="list-style-type: none"> <li>• Potential meeting topics for 2013 included ongoing updates and reporting</li> <li>• Next steps for Legacy project pilots, confirm company approach</li> <li>• Recruitment and selling communities by marketing distinctively but collaboratively</li> <li>• Land development issues relating to TCM</li> <li>• Mine environment update on technical processes on site</li> <li>• In between meetings could use teleconferences and webinars for educational workshops of interest to CSC members</li> </ul> <p><b>Next Meeting:</b> Friday, March 8<sup>th</sup> 2012 in Mackenzie. Location to be confirmed</p>