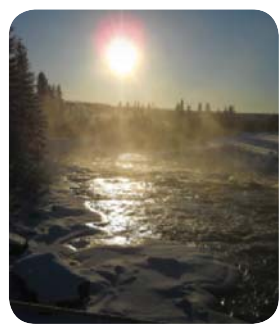




Keeyask Generation Project
Resource Use Monitoring Plan

Resource Use Monitoring Report

RUMP-2015-01



KEYYASK GENERATION PROJECT

RESOURCE USE MONITORING REPORT

Report #RUMP-2015-01

Resource Use Monitoring: Year 1 Construction

Prepared for

Manitoba Hydro

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June 2015



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SUMMARY

BACKGROUND

Construction of the Keeyask Generation Project (the Project) at Gull Rapids began in July 2014. The Project includes a hydroelectric generating station, roads, work areas, borrow pits (to get gravel/clay/sand used to build the Project), concrete manufacturing, waste material disposal areas, a 2000 person construction camp, and water and sewage treatment plants. As a condition in the Environment Act Licence issued to construct the Project, the Keeyask Hydropower Limited Partnership (KHLP), needed to prepare a plan to monitor the effects of the Project on the resource use environment. This monitoring work will take place over many years to make sure it is clear if the Project does or does not have an effect on the resource use environment. The results will help the KHLP, government regulators, members of local First Nation communities, and the general public understand how construction and operation of the generating station will affect the environment.

Resource use is important to monitor because it is important to local First Nation people. On site harvests by Project workforce personnel are not expected because of rules that prohibit hunting and fishing there (KHLP 2013). However, if the workforce is harvesting resources in offsite areas, this may affect the success of local First Nation peoples' domestic resource use. The Project also may increase the use of the area by other resource harvester groups such as licensed hunters and fishers in offsite areas. Use of the site by local authorized resource users is also important to understand the levels of harvests occurring on the Project site.

WHY IS THE STUDY BEING DONE?

The study is being done to answer three questions:

Has the construction workforce been harvesting resources and, if so, how much? It is important to understand if harvest by construction workers is reducing the resources available for harvest by local First Nation people.

Has the Project or its workforce caused a change in the levels of licensed (non-Aboriginal) harvest? In other words, is there more use of the area for resource harvest due to the presence of the workforce or for other reasons related to the Project.

Have authorized resource users accessed the site through the access gates? It is important to understand how the site is being used for resource harvesting.

WHAT WAS DONE?

A construction workforce survey was done in November 2014 to ask the construction workers about harvesting in the area. Keeyask camp site personnel were interviewed to provide information on the harvesting activities of the workforce and to understand use of the site by

authorized resource users. Officials from Manitoba Conservation and Water Stewardship (MCWS) were interviewed to understand and record changes in licensed (non-Aboriginal) harvests in the area.

WHAT WAS FOUND?

The workforce survey indicated that there has not been an increase in the amount of resource harvest in the local area.

Interviews with MCWS officials indicated that moose hunting by licensed hunters has increased in the area, but these changes have not been linked to the Project. The workforce survey also did not find any new moose hunters. Licensed caribou hunting has not changed.

Interviews with MCWS and site personnel, and results from the workforce survey indicated that licensed fishing has increased at road accessible areas such as the North Moswakot River bridge at PR 280, but this fishing is mainly catch and release (very little harvest occurs). This fishing activity is expected to go down as most companies working on the Project have implemented policies to restrict offsite use of company vehicles except for work purposes.

As of January, 2014, there were no requests for gate access by authorized resource harvesters. While access to the site is still possible by using local trails, information on site harvests was not found.

WHAT WILL BE DONE NEXT?

The workforce survey will be repeated in June 2015. This survey will help to document and understand any workforce harvest between November 2014 and June 2015.

The workforce survey is scheduled to happen in November and June, every other year during construction. If increased harvest is found, the frequency of the surveys will increase.

ACKNOWLEDGEMENTS

We would like to thank Manitoba Hydro for the opportunity and resources to conduct this study.

Keeyask site personnel provided extensive support to the workforce survey and offered their expertise. Thanks to the Manitoba Conservation and Water Stewardship Director of Parks and Regional Services, Northeast Division and the Natural Resource Officer District Supervisor of the Gillam District for providing information on hunting and fishing activity in the region.

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1.0 INTRODUCTION

Construction of the Keeyask Generation Project (the Project), a 695 megawatt hydroelectric generating station (GS) and associated facilities, began in July 2014. The Project is located at Gull Rapids on the lower Nelson River in northern Manitoba where Gull Lake flows into Stephens Lake, 35 km upstream of the existing Kettle GS (Map 1).

The Keeyask Generation Project: Response to EIS Guidelines, completed in June 2012, provides a summary of predicted effects and planned mitigation for the Project. Technical supporting information for the resource use environment, including a description of the environmental setting, effects and mitigation, and a summary of proposed monitoring and follow-up programs is provided in the Keeyask Generation Project Environmental Impact Statement: Socio-Economic Environment Supporting Volume (SE SV). As part of the licencing process for the Project, a Resource Use Monitoring Plan (RUMP) was developed detailing the monitoring activities of various components of the resource use environment for the construction and operation phases of the Project.

This document provides results of RUMP Year 1 monitoring activities. Results are available for four of five¹ of the RUMP key objectives:

- To determine if the workforce is hunting, fishing or gathering within or outside the Project site and, if so, whether the harvest would adversely affect domestic resource use;
- To document Project-related changes to moose and caribou license demand, harvest patterns, and, if feasible, quantify harvests;
- To document Project-related changes to licensed fish harvest patterns and fishing intensity; and
- To summarize resource use access requests and collect voluntary harvest information from authorized resource harvesters.

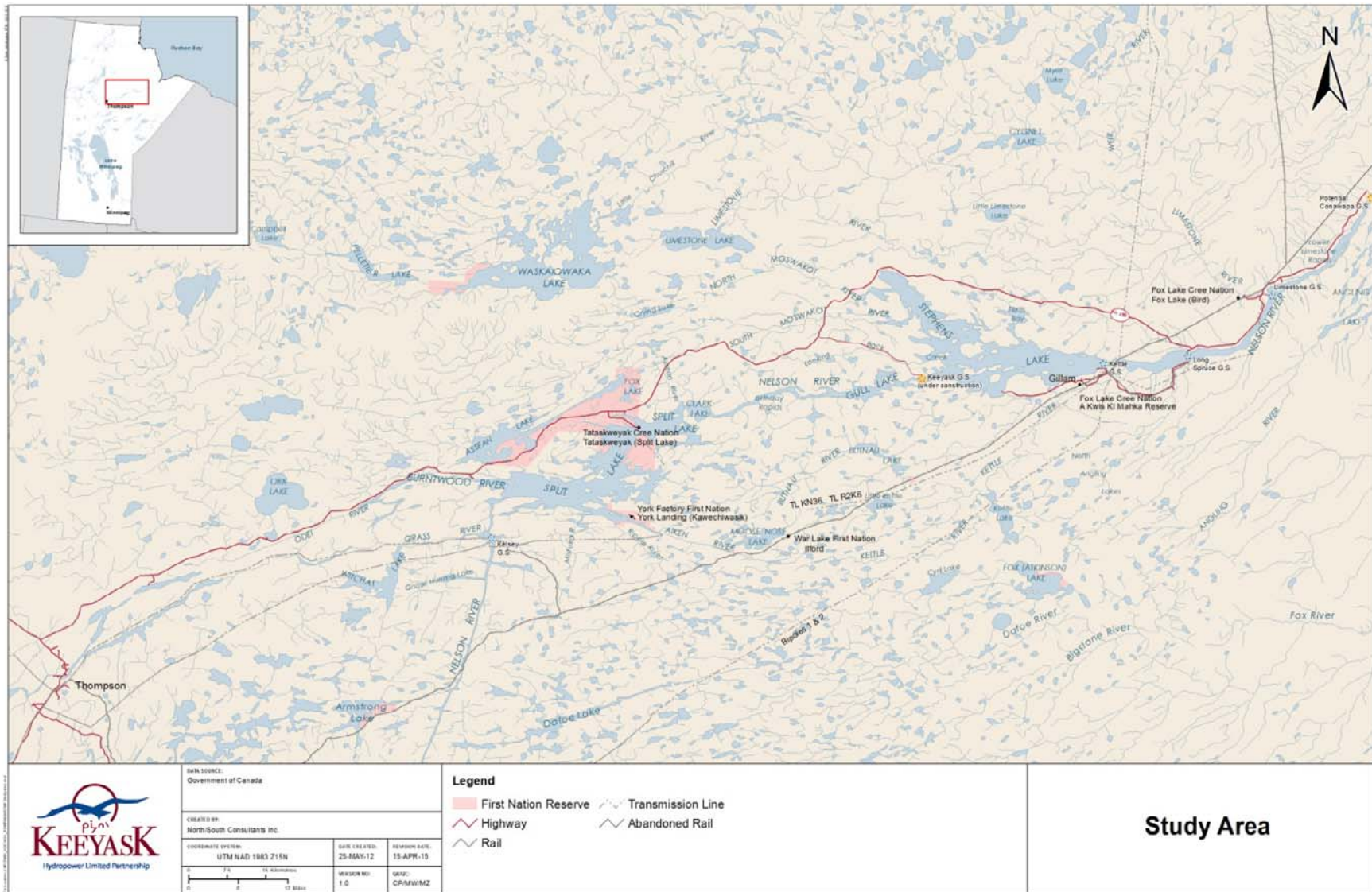
To achieve these objectives, the following activities were conducted:

- a construction workforce survey was undertaken to document fishing, hunting, and plant gathering activities that may be conducted by the workforce;
- an interview was conducted with Manitoba Conservation and Water Stewardship (MCWS) officials to understand any changes to licensed hunting and fishing and potential linkages to the Project or its workforce; and

¹ The fifth objective is to consolidate information generated from other monitoring plans / programs (e.g., physical, aquatic, terrestrial, socio-economic and Aboriginal Traditional Knowledge) including the RUMP, to understand effects of Project construction on resource use and resource users. Findings will be incorporated into annual reports as available and a synthesis report will be produced at the end of the construction phase. Consultation with monitoring specialists preparing monitoring reports concurrent to this RUMP report did not result in any concerns with respect to effects on resource use or resource users.

- Keeyask site personnel were interviewed to understand harvesting activities undertaken by the workforce and to request gate records of site access by authorized resource users.

The study area included areas east of Thompson, the PR 280 corridor, the Keeyask site area, and west to the Gillam area (Map 1).



Map 1: Keyeyask Study Area

2.0 METHODS

2.1 WORKFORCE SURVEY

A construction workforce survey was developed (Appendix 1) to document fishing, hunting, and plant gathering activities that may be conducted by the Project workforce. The survey sampling target was set at 10% of the construction workforce at the time of survey (e.g., early November, 2014).

The survey considered resource use since the beginning of the Keeyask Generation Project construction phase (July 2014) even though respondents may have worked on projects such as the Keeyask Infrastructure Project prior to that date.

Notification of the survey was posted in advance in common areas to generate awareness of the survey and to inform potential participants that participation was voluntary and results would be kept confidential (Appendix 2).

The survey was conducted during the week of November 10-14, 2014 using two different approaches to access participants:

- In-person surveys conducted in the Keeyask Café on November 13 and 14, 2014 during mealtimes; and
- Surveys were provided to contractors to distribute at their morning safety meetings with their staff.

One hundred and fifty-four surveys were completed by construction workforce personnel (38 in-person and 116 at safety meetings) of which, 61 were Aboriginal, 90 were non-Aboriginal and three did not specify.

The end of October 2014 employment statistics (see Appendix 3, KHLP 2015) indicated a total workforce count of 678 including 344 Aboriginal (51%) and 334 non-Aboriginal (49%) personnel. These statistics were used to calculate the proportion of the workforce surveyed by identity.

It is important to understand the number of surveyed workforce relative to the total number of workforce members. The ratio of surveyed to unsurveyed individuals provides an indication that too few or enough people were surveyed to get reliable results.

The identity of resource harvesters also is important to understand whether harvesters are new to the area (and are conducting new or additional harvests) or if they already reside in the area (and their harvest would occur regardless of Project employment). Keeyask Cree Nations (KCN) personnel are local Aboriginal people that reside in communities close to the Project (e.g., Split Lake, Ilford, Gillam, Fox Lake and York Landing). These workforce members conduct harvests

that are not new or additive because of the Project. Other personnel, who do not normally live in the area, however, may be conducting harvests that are new. It is those harvests that are being monitored.

If additional harvest is found by non-local groups, an estimated total additive harvest can be calculated from the known (surveyed) harvest to represent harvests by the entire workforce. In the case of the November 2014 survey, the estimated total additive harvest was not calculated because there was no harvest recorded by non-local groups (see section 3.1).

2.2 SITE PERSONNEL INTERVIEWS

To build on survey results, Keeyask site personnel were interviewed including the Site Liaison and Camp Administrator (Mr. Andy Poulton) and the Site Environmental Lead (Ms. Caroline Walmsley). Interviews took place on February 3, 2015 and January 9, 2015, respectively. Both were asked of their knowledge of any resource use conducted by the construction workforce and any available details about that use. A request for Keeyask access gate records that would contain resource user access requests and voluntary statements of harvests was also made.

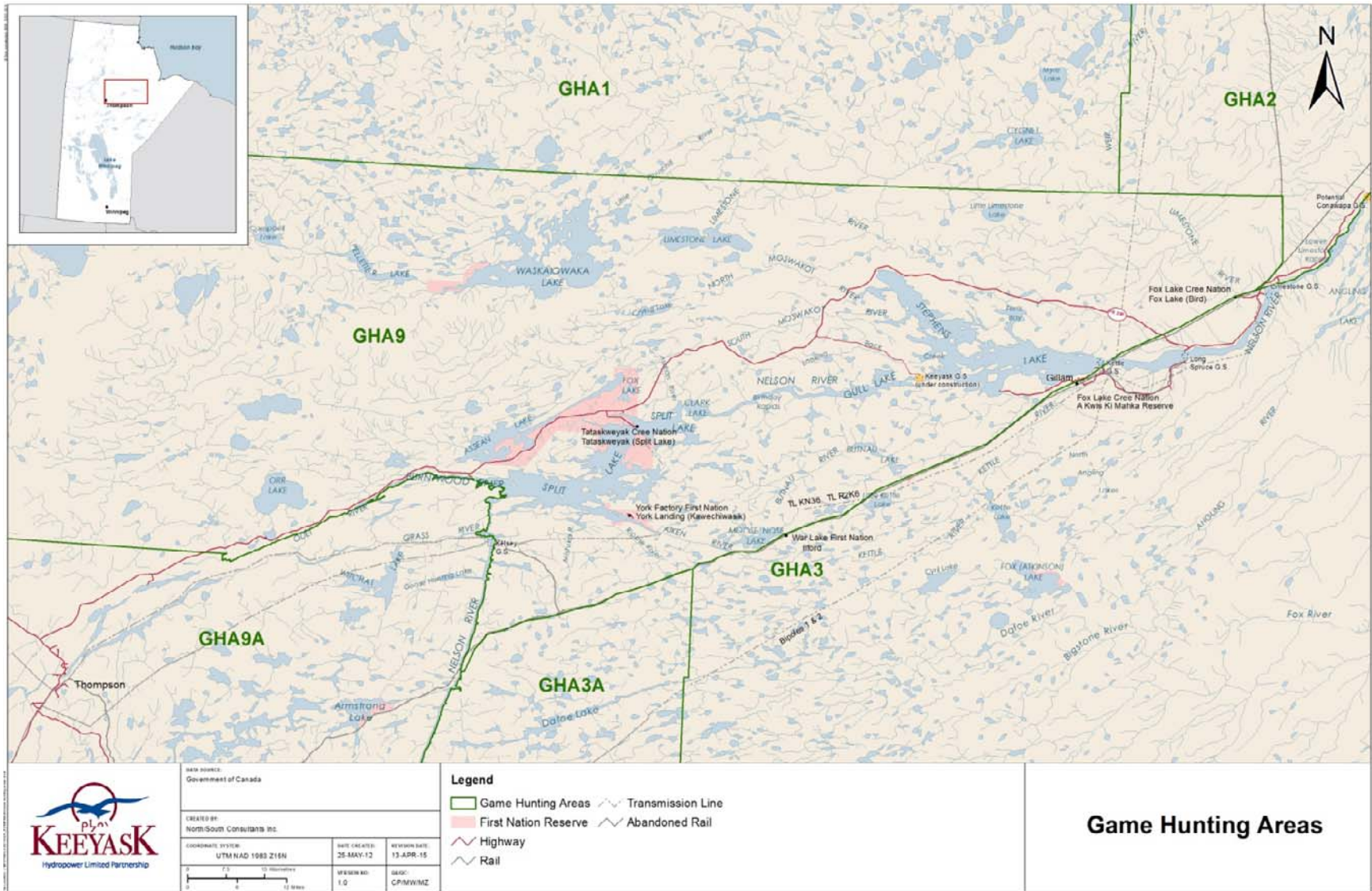
2.3 INTERVIEW WITH MANITOBA CONSERVATION AND WATER STEWARDSHIP OFFICIALS

Interview questions were provided to Manitoba Conservation and Water Stewardship (MCWS) Northeast Region Director and the Northeast Region Natural Resource Officer District Supervisor on February 10, 2015. Each were asked for their expert perspectives on changing demand for licences (moose, caribou and fish), changes in the spatial distribution of resource use associated with the Project or its workforce, and changes in intensity of resource use associated with the Project or its workforce. Interview questions are provided in Appendix 4.

It should be noted that it is not possible to directly link changes in licence demand and effects of the Project on resource use due to other factors (e.g., moose hunters coming from the south due to Game Hunting Area [GHA] closures there). The areas for which licences are issued is also a factor. For example, for the six GHAs that intersect within the Project region (Map 2) and several other GHAs, moose licensing is open or general and harvest is not tracked specifically by GHA. Fishing licences also are valid for any location within Manitoba (i.e., they can be purchased in one location and used in another within Manitoba).

Despite these limitations, consulting the local expertise of MCWS officials, in addition to workforce survey results and ATK monitoring results (which were not available for this report),

provides the best available understanding of any Project-related changes to the nature, distribution, and intensity of licensed harvest.



Map 2: Game Hunting Areas

3.0 RESULTS

3.1 WORKFORCE SURVEY

The survey response rate exceeded the 10% sampling target by achieving an overall sample of 23% of the total workforce (21% of Aboriginal personnel and 27% of non-Aboriginal personnel). Detailed information on survey participation by identity relative to total workforce personnel is provided in Table 1.

Table 1: Surveyed Personnel by Identity and Proportion of Total Workforce Surveyed

Identity	# Surveyed	Total Employed ²	Proportion of Total Workforce Surveyed
Non-Aboriginal	90	334	27%
KCN Aboriginal ¹	24	143	17%
Non-KCN Aboriginal	22	71	31%
Métis	15	71	21%
Not Specified/Other	3	59	5%
Total	154	678	23%

Notes: 1. 'KCN Aboriginal' includes members of: Tataskweyak Cree Nation, War Lake First Nation, Fox Lake Cree Nation and York Factory First Nation. 2. Source: KHLP (2015).

Representation of personnel from each identity group was equal to or greater than 17%.

3.1.1 RESOURCE USE DURING DAYS WORKED

Of the 154 surveys conducted, six of 154 individuals (3.9%) indicated that they had conducted resource use during days they worked. For the five that specified, all indicated they had conducted angling at locations such as adjacent to Provincial Road (PR) 280 at the North Moswakot and Assean river bridges. The total hours spent angling was estimated at 81 hours or an average of 16 hours per participant over four months. This amounts to four hours per month per person. While not within the monitoring timeframe for the Keeyask Generation Project, one Métis individual reported a total harvest of 10 pounds (lbs) of Walleye (approximately 8 fish) from the Assean River in May and June taken over eight trips. All others reported catch and release fishing. No hunting or plant harvest was reported.

3.1.2 RESOURCE USE DURING DAYS OFF

Of the 154 surveys conducted, 14 of 154 individuals (9.0%) indicated that they had conducted resource use during days off. Angling was conducted by seven people (4.5%), four of whom conducted catch and release angling at locations such as Split Lake, the Assean and North Moswakot river bridges and the Nelson River. Harvests amounted to a total of 90 Walleye and Northern Pike at the Assean and North Moswakot river bridges, Stephens Lake, Wilson Creek, and Assean Lake. All harvest was conducted by local Aboriginal people.

Of the 154 surveys conducted, three individuals who identified as Aboriginal reported moose hunting during September and October for a total duration of 160 hours or 20 eight-hour days. Hunting locations included Assean and Stephens lakes, Assean River, Orr Creek and along PR 280 near Thompson. Two moose were harvested on PR 280 near Thompson by a non-KCN Aboriginal person. When the hunter was asked if the moose harvest would have happened regardless of employment at the site, the answer was yes. One additional moose was harvested by a KCN Aboriginal person though the specific harvest location or timeframe was not provided. The same individual indicated that goose hunting was conducted at the same time as moose hunting. No goose harvest was recorded.

One KCN member indicated that they harvested medicinal plants along PR 280 on days off. The type of plant(s) was not specified. See Appendix 5 for a summary of survey data.

3.1.3 OTHER RESULTS

While not specifically collected as part of the survey, nine participants offered additional comments. Four indicated that, even if they had the desire to conduct resource use on their days off, they go out of the region when they have time off. Two indicated they had interest in fishing if the opportunity arose (one was considering bringing a boat to the area in the future) and one had interest in plant gathering but had not done so.

One individual raised a concern with respect to the possibility that some workforce members were feeding wildlife that may have resulted in a red fox and a wolf being observed frequently around camp buildings. Another was concerned with what was being done to prevent employees from hunting caribou on their way out from site.

3.2 SITE PERSONNEL INTERVIEWS

3.2.1 KNOWLEDGE OF WORKFORCE RESOURCE USE AND HARVESTS

The Site Environmental Lead indicated that, based on her knowledge, some people do go outside of camp for catch and release fishing. The fact that there is nowhere to cook or store fish makes harvest very unlikely (C. Walmsley, pers. comm. January 9, 2015).

The Site Liaison and Camp Administrator indicated that he also was aware of fishing by the workforce at the Assean River bridge and more commonly, the North Moswakot River at PR 280. At times, there have been up to 20 or 30 people conducting catch and release fishing at the North Moswakot River. The catch was mostly Northern Pike that were released. Occasionally, a fish fry is conducted there (observed two times) and the estimate of the number of fish harvested was approximately six each time (A. Poulton, pers. comm. February 3, 2015). Harvest for later consumption was thought to be low or nil because of restrictions with respect to dressing fish on site, few personal fridges and due to health regulations restricting storage of uninspected foods in camp fridges with other food destined for camp consumption (A. Poulton pers. comm. February 3, 2015).

The tendency for workforce members to conduct fishing at these locations was expected to decline since most contractors, including Manitoba Hydro, have implemented rules that restrict company vehicle use offsite except for work purposes (A. Poulton pers. comm. February 3, 2015). Personal vehicles also are not accessible as parking is only available at the start-up camp and transport there is not available (the start-up camp is more than 20 km away from the main camp).

No hunting or plant gathering has been observed at all (A. Poulton pers. comm. February 3, 2015).

3.2.2 GATE ACCESS

On January 9, 2015 the Site Environmental Lead, Ms. Caroline Walmsley indicated that there had been no requests made for site access related to resource use. Mr. Andy Poulton subsequently confirmed the same (A. Poulton pers. comm. February 3, 2015).

It should be noted that the Partnership has the ability to manage access through the gates; however, trail use by local resource users may still occur.

3.3 INTERVIEWS WITH MANITOBA CONSERVATION STEWARDSHIP OFFICIALS

3.3.1 LICENSED MOOSE AND CARIBOU HUNTING

Based on an interview with the Natural Resource Officer District Supervisor (Gillam), more residents from southern Manitoba are coming to the area for moose hunting primarily to road accessible areas of GHA 9 and GHA 3 (Map 2). Harvests have not been quantified specifically for the Project area. Some hunters come to the area due to ties with people in the area (i.e., friends or family) and others are hunting in the area because of moose population declines in southern areas and due to southern GHA moose hunting closures (D. Henry pers. comm. March 2, 2015).

In 2013, the harvest rate was high (though not quantified) for both licensed and First Nation moose hunters. Licensed hunters were successful in filling most if not all tags (D. Henry pers. comm. March 2, 2015). This past year, the harvest rates were considerably lower both for licensed hunters and First Nation hunters as indicated by hunter checks and through conversations (D. Henry pers. comm. March 2, 2015). Some groups of licensed hunters, which consisted of up to six hunters, were only able to fill only one or two of the tags. Some reasons for the reductions in success may be due to higher numbers of wolves in the area, hunters successfully harvesting moose in the same remote areas year after year and changes in weather patterns affecting moose movements (D. Henry pers. comm. March 2, 2015). Changes to the non-resident moose hunt have not been detected (D. Henry pers. comm. March 2, 2015).

Based on an interview with the Natural Resource Officer District Supervisor (Gillam), demand for caribou licences in GHA 2 and 3 has remained about the same. There are only 75 GHA 3 licenses available, all of which sell out to residents of Gillam, Churchill, Thompson and The Pas (D. Henry pers. comm. March 2, 2015). There are 120 GHA 2 licenses for sale and only 18 were sold. Eight of these licenses were sold to hunters from southern Manitoba. The success rate over the last three years for GHA 3 hunters has been high and most hunters will begin their hunt when caribou migrate through the Gillam area. Most hunters have found it relatively easy to harvest their animals due to the number and the locations of animals in the area. Caribou licenses are not available in this area to non-resident hunters.

3.3.2 LICENSED FISHING

MCWS officials have observed a considerable increase in people angling along the rivers and creeks on PR 280 near the Keeyask Generation Project area (D. Henry pers. comm. March 2,

2015). Some of these individuals are staying at the camp and go out angling in the evenings after work and on weekends. Most of the fish caught are released (D. Henry pers. comm. March 2, 2015).

4.0 DISCUSSION

4.1 WORKFORCE HARVEST LEVELS

The first objective of the monitoring program was to determine if and how much the workforce was harvesting resources either on-site or off-site. This information was to be used to determine if harvest by the Project workforce had the potential to affect local First Nation resource harvesting success.

On-site, no resource use by workforce personnel was documented from either the resource use surveys or the key person interviews.

Off-site, catch and release fishing on Split Lake and adjacent to PR 280 at the North Moswakot and Assean river bridges was the only resource use activity recorded in the survey by non-Aboriginal workforce members. Local reports do indicate that a very small harvest has been taken from the North Moswakot River. The levels of fishing activity at off-site road accessible locations are expected to decline as access to vehicles is reduced.

The harvest of three moose by Aboriginal people, including two by a non-KCN Aboriginal person near Thompson on PR 280, was reported during the survey. This harvest was not attributed to the Project because the respondent stated that this harvest would have occurred regardless of employment. In addition to one moose, medicinal plants were harvested by one KCN Aboriginal person along PR 280. All fish harvest reported in the survey was undertaken by KCN members.

It should be noted that caribou harvests during the winter months by workers leaving the site would not have been recorded in the November survey. Any caribou harvest is more likely to be recorded in the June 2015 survey that will cover the period from November 2014 to June 2015 (caribou are more commonly hunted in winter).

At this time, there is no indication that workforce harvests have potential to affect local First Nation domestic resource use. The June 2015 survey results will indicate whether harvest is occurring during the winter and spring.

4.2 CHANGES IN LICENSED HUNTING AND FISHING

The second and third objectives of resource use monitoring were to determine if licensed hunting and licensed fishing changed, and if those changes were caused by the Project.

Interviews with MCWS officials revealed that changes to licensed moose hunting are occurring. MCWS officials observed that additional hunters from the south have been present in the area likely due to lower moose populations and closed GHAs in the south. However, the workforce

survey does not indicate that any of the members of the workforce have purchased moose licenses (no non-Aboriginal members responded that they were hunting).

MCWS indicated that no changes in licences issued for caribou have occurred. Further information on hunting is expected to be collected as part of the June 2015 survey.

An increase in recreational fishing has been caused by the Project workforce. This fishing occurs at road accessible locations such as the North Moswakot River at PR 280 though fish harvest is thought to have not increased notably (fishing is reported to be primarily catch and release). It is understood from Keeyask site personnel that this fishing is predicted to decline as access to company vehicles is restricted further.

4.3 USE OF THE SITE BY AUTHORIZED RESOURCE USERS

The final objective of year 1 resource use monitoring was to document resource user requests to access the site and their harvests (if provided). No results were found. The absence of gate access requests does not confirm the absence of resource use. It is expected that ATK monitoring programs would describe resource use conducted by KCN Aboriginal resource users and any changes to that use.

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**APPENDIX 1:
CONSTRUCTION WORKFORCE RESOURCE HARVEST
SURVEY FORM**

A1. Construction Workforce Survey

CONSTRUCTION WORKFORCE RESOURCE HARVEST SURVEY- PURPOSE AND HOW INFORMATION WILL BE USED

The purpose of this survey is to find out if and how much wildlife, fish and plants are harvested by construction workers. This information will be used to understand the level of fishing, hunting and gathering conducted by the workforce. You will not be personally identified in any way and information collected will be used to monitor fish and wildlife.

SECTION 1

Question 1. Which group best describes you (check one box):

- Construction workforce member (non-Aboriginal)
- Construction workforce member (Aboriginal)
 - TCN WLFN YFFN FLCN Métis
 - Non-Status Inuit Other First Nation _____

Question 2. Do you normally live in Thompson, Split Lake, Gillam or Bird? Yes No

Question 3. Do you have friends or family connections in Thomson, Split Lake, Gillam or Bird that would bring you to this area to visit? If yes, how many times/year would you visit this area? _____

Question 4. When did your employment begin at the Keeyask Generation Site? _____ (Date)

Question 5. Have you worked regularly since that date?

- Yes No _____ (specify any interruptions in employment)

Question 6. What is your work rotation? _____ days on, _____ days off.

Question 7. Since you began working here, have you fished, hunted or gathered plants and/or other natural products on **days that you worked**?

- No Yes – Fished Yes – Hunted Yes – Gathered plants/other natural products.

Question 8. During your **days off**, did you fish, hunt or gather plants and/or other natural products east of Thompson?

- No Yes – Fished Yes – Hunted Yes – Gathered plants/other natural products.

If **no to questions 7 and 8**, this survey is completed. If **yes**, please answer questions 9 (fishing), 10 (hunting) and/or 11 (gathering); all that are applicable.

SECTION 2

Question 9- FISHING

Fishing method: Angling (rod and reel) Ice fishing Net fishing
 Fishing effort: average number of hours per trip _____ , number of trips/month _____ and months active _____
 Fishing location(s): _____(waterbody)
 Harvest: No, catch and release Yes. If yes, indicate how much:
 Species: _____ # of fish: _____ Species: _____ # of fish: _____
 Species: _____ # of fish: _____ Species: _____ # of fish: _____
 Fishing occurred during Stay at site Days off Both.
 If local resident or one with connections to local residents: Would you have fished these times even if you were not working here? Yes No

Question 10 – HUNTING (includes small and large game such as rabbits, grouse, moose, caribou and furbearers etc.)

Hunting method: Rifle Bow Other, please specify: _____
 Hunting effort: average number of hours per trip _____ , number of trips /month _____ and months active _____
 Hunting location(s) (please be as specific as possible and list multiple locations if necessary): _____
 Species: _____ # harvested: _____ Species: _____ # of harvested _____
 Species: _____ # harvested: _____ Species: _____ # of harvested _____ Hunting occurred during Stay at site Days off Both.
 If local resident or one with connections to local residents: Would you have hunted these times even if you were not working here? Yes No

Question 11- GATHERING (includes plants for medicinal purpose, berries, items for crafts or ceremonial purposes [e.g., feathers, firewood or other natural items].)

Gathering effort: average number of hours per trip _____ , number of trips /month _____ and months active _____
 Gathering location(s) (please be as specific as possible and list multiple locations if necessary): _____
 Species or type: _____ Amount: _____ Species or type: _____ Amount: _____
 Species or type: _____ Amount: _____ Species or type: _____ Amount: _____ Species
 Gathering occurred during Stay at site Days off Both.
 If local resident or one with connections to local residents: Would you have gathered these times even if you were not working here? Yes No

**APPENDIX 2:
EMPLOYMENT STATISTICS FOR END OF OCTOBER
2014 FROM KEEYASK.COM**



The Keeyask Project >
Employment

Construction occupations fall into three categories: designated trades, non-designated trades and support occupations. Designated trades include electricians, plumbers and other licensed skilled trades. Non-designated trades include heavy equipment operators, truck drivers, labourers, etc. Support occupations include clerks, cooks/catering personnel and security.

Construction of the Keeyask Generating Station requires a total of 4,225 person-years of employment over a seven-year period. This provides a range of opportunities for both designated and non-designated trades and support occupations. The Joint Keeyask Development Agreement identifies a target of at least 630 person-years of employment for Keeyask Cree Nation (KCN) communities.



Current Project Employees* at End of October 2014

Category	Currently Employed	Percent of Total Currently Employed
Total Aboriginal Employees	344	51%
Total Non-Aboriginal Employees	334	49%
TOTAL EMPLOYEES	678	100%

*Current Project Employees represents employees actively working at site (including those on rotational leave from site).

Current Aboriginal Project Employees* at End of October 2014

Aboriginal Group*	Currently Employed	Percent of Total Employees Currently Employed
First Nation Located Outside of Manitoba	10	3%
Fox Lake Cree Nation	28	8%
Métis	71	21%
Nisichawayasihk Cree Nation	19	6%
Non-Status	6	2%
Norway House Cree Nation	12	3%
Pimicikamak Cree Nation (Cross Lake)	24	7%
Tatakwewayak Cree Nation	54	16%
War Lake First Nation	8	2%
York Factory First Nation	53	15%
Other	42	12%
TOTAL ABORIGINAL EMPLOYEES	344	100%

*Includes groups with 5 or more active employees. Those with less than 5 are grouped into "Other".

Total Hires Since Project Began January 2012

Category	Hires	Percent of Total Hires
Total Aboriginal Hires	1363	58%
Total Non-Aboriginal Hires	986	42%
TOTAL HIRES	2349	100%

Aboriginal Hires Since Project Began January 2012

Aboriginal Group*	Hires	Percent of Total Hires**
Barren Lands First Nation	16	1%
Bunibonibee (Oxford House) Cree Nation	6	<1%
First Nation Located Outside of Manitoba	45	3%

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Aboriginal Group*	Hires	Percent of Total Hires**
Fisher River Cree First Nation	16	1%
Fox Lake Cree Nation	100	7%
God's Lake First Nation	7	1%
Lake Manitoba First Nation	6	<1%
Mathias Colomb First Nation	15	1%
Métis	226	17%
Mosakahiken Cree Nation	42	3%
Nisichawayasihk Cree Nation	42	3%
Non-Status	9	1%
Norway House Cree Nation	55	4%
Opaskwayak Cree Nation	37	3%
Peguis First Nation	23	2%
Pimicikamak Cree Nation (Cross Lake)	72	5%
Pinaymootang First Nation	14	1%
Pine Creek First Nation	11	1%
Sapotaweyak Cree Nation	20	1%
Sayisi Dene First Nation (Tadoule Lake)	12	1%
Skownan First Nation	15	1%
Tataskweyak Cree Nation	382	28%
War Lake First Nation	44	3%
York Factory First Nation	129	9%
Other	27	2%
Total Aboriginal Hires	1363	100%

*Includes groups with 5 or more active employees. Those with less than 5 are grouped into "Other".

"Aboriginal" means persons who are Indian, Inuit, or Métis people of Canada including status, treaty or registered persons as well as non-status and non-registered peoples.

"Hires" refers to instances of hiring and can include individuals who have been hired more than once. All project hires are consistent within the provisions of the Burntwood Nelson Agreement (BNA).

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**APPENDIX 3:
INTERVIEW GUIDE FOR MANITOBA
CONSERVATION AND WATER STEWARDSHIP
RESOURCE MANAGERS**

A3. Interview Guide for Manitoba Conservation and Water Stewardship Resource Managers

Keeyask Generation Project (KGP) Resource Use Monitoring Plan

Purpose- To consult resource MCWS managers' expertise to meet the following RUMP objectives:

1. To document any changes to moose and caribou license demand, harvest patterns, and, if feasible, quantify harvests; and
2. To document any changes to licensed fish harvest patterns and fishing intensity.

Results of the interview(s) will be published in a short report entitled: Resource Use Monitoring Plan: Results of Year 1 Monitoring produced for the Keeyask Hydropower Limited Partnership.

Questions:

Moose:

Since KGP construction start (July 16, 2014),

- Are you aware of changes to demand for moose licences in the Project area including GHAs 9, 2 and 3? If so, could you please explain changes?
- Have you noticed any changes to the patterns of moose hunting / harvest by resident licensed hunters specifically in GHA 9 (eastern portion), GHAs 2 (south portion) and 3 (north central portion)? If so, are any changes considered to be associated with the Project or its workforce?
- Have you noticed any changes to the patterns of moose hunting / harvest by non-resident licensed hunters? If so, are any changes associated with the Project or its workforce?
- Can a quantitative estimate of licenses/ harvest be developed for the Project area relating to the GHA areas noted above?
- Are there any other changes that you would like to note?

Caribou:

Since KGP construction start (July 16, 2014),

- Are you aware of changes to demand for caribou licences? If so, could you please explain.
- Are the same numbers of licences being issued for GHA 2 and GHA 3 as in previous years? If so, could you please confirm the number of licences issued for each GHA and the success rate.
- Have you noticed any changes to the patterns of caribou hunting/ harvest by resident licensed hunters? If so, are any changes associated with the Project or its workforce?
- Are there any other changes that you would like to note?

Fish:

Since KGP construction start (July 16, 2014),

- Are you aware of changes to the overall intensity of licensed fishing? Have there been increases or decreases in activity at specific locations? If so, would you consider any changes noted related to the Project or its workforce?

- Have any increases or decreases led to changes in harvest, species harvested or a redistribution of harvest? Are any changes noted related to the Project or its workforce?

Are there any other changes that you would like to note?

APPENDIX 4: NOTIFICATION POSTER FOR WORKFORCE SURVEY

NOTICE OF WORKFORCE SURVEY

As part of Keeyask Generation Station environmental monitoring, surveys on resource use by workforce personnel are being conducted.

You may be asked to participate at either a PTI meeting the week of **NOVEMBER 10TH TO 14TH** or in person on **NOVEMBER 13TH OR 14TH** in the Keeyask Café.

The survey is short (less than 10 minutes). Your cooperation is requested.

Participation is voluntary

Responses will be confidential

If you have any questions or concerns, please contact Caroline [Walmsley](#)

APPENDIX 5: SUMMARY OF WORKFORCE SURVEY DATA

A5. Summary of workforce survey data

Identity	Non-Harvesters			Resource Users			Harvests									
	Count	Total Days On	Total Days Off	Count	Total Days On	Total Days Off	Fish				Moose			Plants and Berries		
							Catch & Release Total	Harvest Total (# fish)	Effort Days On	Effort Days Off	Harvest Total (# moose)	Effort Days On	Effort Days Off	Harvest Total	Effort Days On	Effort Days Off
Non-Aboriginal	84	5,952	2,067	6	5,551	1,933	0	0	3.3	4.0	0	0	0	0	0	0
KCN	15	1,350	436	9	1,350	436	88	90	0	12.3	1	0	17.0	n/s	0	8.0
Non-local Aboriginal	21	1,394	482	1	1,292	448	0	0	0	0	2	0	3.0	0	0	0
Métis	12	1,034	337	3	1,034	337	60	0	6.9	6.0	0	0	0	0	0	0
Not Specified	2	200	67	1	200	67	0	0	0	0	0	0	0	0	0	0
Totals (n = 154)	134	9,930	3,389	20	9,427	3,221	148	90	10.1	22.3	3	0	20.0	n/s	0	8.0