

Job opportunities

To build Keeyask, workers are needed in:

- Designated trades, such as electricians, iron and reinforcing workers, carpenters, labourers and other licensed, skilled trades;
- Non-designated trades, such as heavy equipment operators, truck drivers, etc.;
- Support services such as clerks, cooks/catering personnel and security, among others; and
- Professional engineers, geologists, engineering technicians and surveyors.

How to get hired

1. Job Referral System

All craft/trade applicants must use the Keeyask Job Referral Service (JRS) at gov.mb.ca/jrs/Keeyask or call toll-free **1-866-332-5077**.

There is a Keeyask JRS office in Thompson at North Centre Mall, 118-3 Station Road, Thompson, MB R8N 0N3.

For employment and training inquiries, call **204-677-6544** or toll-free **1-866-332-5077**.

2. Job Seeker Managers

You can also contact a Job Seeker Manager through an authorized community registration agency, if you are a member of:

- **Fox Lake Cree Nation** at **204-486-2463**
- **Tataskweyak Cree Nation** at **204-342-5054**
- **War Lake First Nation** at **204-288-4315**
- **York Factory First Nation** at **204-341-2236**

3. Keeyask Cree Nation (KCN) Businesses

Keeyask Cree Nation members and all Northern Manitoba Aboriginals can be directly hired by KCN businesses working on the Project. Contact your local Job Seeker Manager or visit www.hydro.mb.ca/projects/keeyask/tenders.shtml

4. Training Opportunities

Interested in becoming a trainee? Training opportunities are currently available for the following positions:

- **Heavy equipment operators;**
- **Trade apprentices;**
- **Utility workers;**
- **Office clerks; and**
- **Security officers.**

Future training opportunities include emergency medical responders, and catering/janitorial/housekeeping.

For more information on training opportunities contact the Keeyask Job Referral System or go to your local Job Seeker Manager.

Available in accessible formats upon request.

KEEYASK

Project Manager Update

Spring 2017

A publication on behalf of Manitoba Hydro as the Keeyask Project Manager

Revised control budget and in-service date for Keeyask Project

On March 6, the Keeyask Hydropower Limited Partnership (KHLPL) and Manitoba Hydro announced a new control budget of \$8.7 billion and revised in-service date of August 2021, for the Keeyask Generating Station.

According to Dave Bowen (Director, Keeyask Project), Manitoba Hydro's revised control budget reflects a detailed review that considered:

- progress and actual costs to date;
- higher projected construction costs;
- geotechnical challenges realized; and
- allowance of additional contingency funds (\$900 million) to address potential project risks.

“Our estimate on the original construction schedule and cost proved to be overly optimistic. After the first year, we are not where we expected to be with permanent concrete and permanent earthworks,” said Dave. “Manitoba Hydro is focused on making further improvements.”

“We have renegotiated key aspects of the General Civil Construction (GCC) contract, to minimize the “go-forward” costs and schedule.” (Civil works include all earth moving, excavation and concrete work on the project.)

“We are focused on improved work execution and taking advantage of any opportunities to complete the project faster and at a lower cost.”

To meet this goal, Manitoba Hydro has challenged the project team with an internal target for a total project cost of \$8.2 billion and a schedule delay of only 11 months.

Manitoba Hydro is working with its Keeyask Partners to evaluate the impact of the cost and schedule changes to each Partner's interests in the project. This includes assessing the potential impact on project benefits, including employment and business opportunities for each partner community.

Together we are affecting change – update on workplace culture review

Last fall, the Keeyask Hydropower Limited Partnership (KHLPL) asked to hear from current and former employees and management staff about the overall workplace culture. The survey and interviews performed

by D. Carriere & Associates confirm that discrimination and harassment exist at Keeyask and that all parties need to implement measures to create a more respectful, positive work environment.

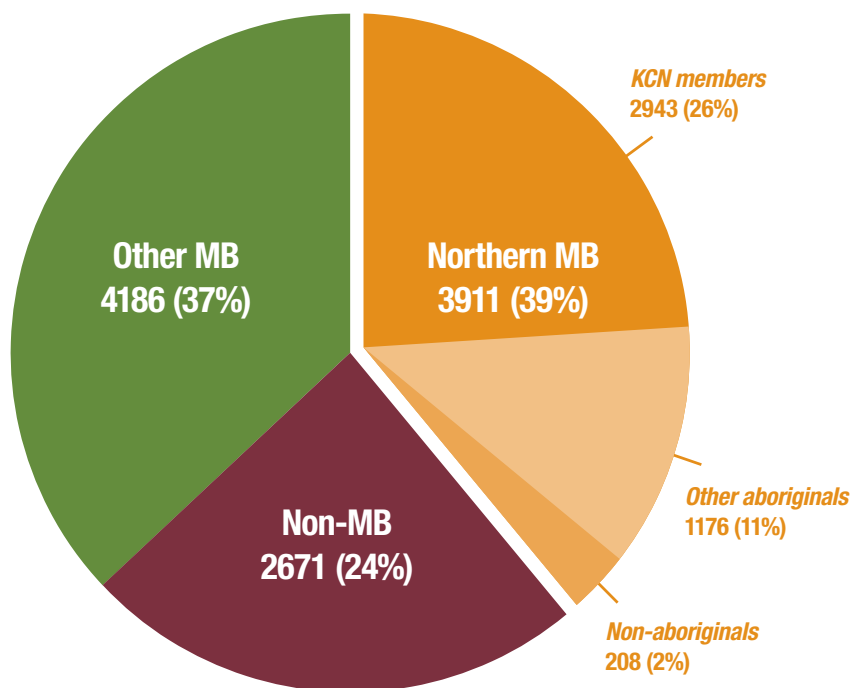
We are working to make some of the changes your feedback helped identify. For example, efforts are underway to:

- Standardize policies and procedures at site, including the reporting and investigation of workplace complaints.

- Improve training for managers, supervisors and others involved in addressing workplace complaints.
- Enhance the supports available at site for employees.

(story cont'd on page 2 . . .)

Keeyask Project breakdown of total hires* April 2017



* Total hires between June 1, 2009 and April 30, 2017 = 11,184
Total aboriginal hires = 5,495 (49% of total hires)

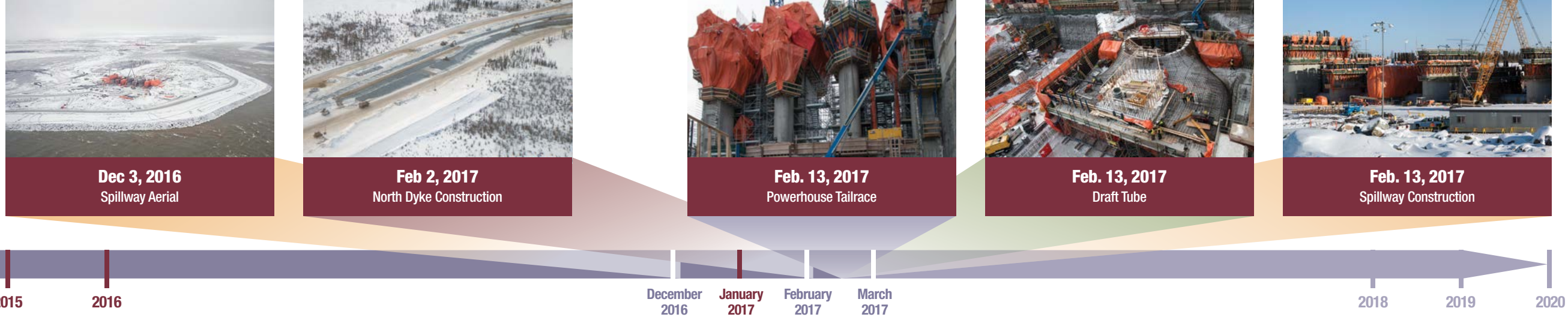
*Data as entered by contractors into the Construction Employee Database (CED) to May 9, 2017

For more information on the Keeyask Project, visit www.hydro.mb.ca/projects/keeyask or keeyask.com

Have a business? To be considered for future tendering opportunities, register your business with Manitoba Hydro at: www.hydro.mb.ca/selling_to_mh/vendor_information.shtml



Keeyask Generating Station Project Timeline



(story cont'd from page 1 . . .)

Final study results are expected later this Spring and will be shared once they are available. All responses will be kept anonymous.

Once completed, additional actions will be taken to make improvements at Keeyask site.

Everyone plays a part in creating a respectful workplace culture at Keeyask. If you have any questions or concerns, please reach out any time to the site liaison team or the Keeyask Cree Nation site representatives, both located in the Site Support Building beside Main Camp.



Drug and alcohol policy aims to keep workers safe

Worker safety is the number one priority at Keeyask.

To help keep staff safe, there is a zero-tolerance policy for drugs and alcohol in the workplace at the project site.

"We recognize that the vast majority of workers at site are not doing anything wrong," said Dave Bowen. "Ultimately we want our camp to be safe for everyone."

A scent-trained canine drug detection team (dog and handler) may also perform random, unannounced searches throughout the camp, work areas, and incoming buses and vehicles. The canine team is at site close to full-time, which is effective to eliminate drug use and ensure safety.

Individuals who are found to have disregarded the policy and are identified to have an addiction are offered treatment under the policy. Individuals must complete this treatment before they are allowed to return to work.

Individuals who refuse treatment or are found to not have an addiction will have their site access revoked. Individuals found in possession of illegal drugs are immediately evicted from camp, and the RCMP notified.

There is a lounge at the Keeyask camp that serves alcohol to off-shift workers. To ensure safety, workers are restricted to three beverages per day at the lounge. This has proven effective as a means to keep workers off PR280.

This policy is shared with staff during their on-boarding sessions, and in the Keeyask Project Site Rules and Information handbook.

Driving communication about PR280 and PR290

To better communicate with communities about the road conditions and Manitoba Hydro project traffic, a new PR280 and PR290 webpage has been created on the Manitoba Hydro website - www.hydro.mb.ca/pr280290.

Hydro will post updates on the page, and more frequently, in a PR280/290 group on Facebook.

"Our goal is to provide information to Northern residents and our staff so that they can be informed about our activity, road conditions and safety," said Colin Joyal, Manitoba Hydro.

Truck traffic this year is anticipated to be similar to 2016. Manitoba Hydro anticipates:

- a **30 per cent increase** in truck traffic to the Keeyask Generating Station (based on increased work activity at site); and
- a **50 per cent decrease** in truck traffic to the Keewatinohk Converter Station (as a result of civil work winding down and start of commissioning).

Traffic will further slow down when Bipole III Transmission construction is complete (2018), and civil work winds down on the Keeyask Project (2019).

Questions about PR280 or PR290 can be directed to Manitoba Infrastructure, Northern Regional Office, Thompson at **204-677-6540**; or email Manitoba Hydro at: publicaffairs@hydro.mb.ca.

Both roads are owned and maintained by Manitoba Infrastructure.

Craig and Elizabeth provide a voice for York Factory and Tataskweyak at site

York Factory First Nation and Tataskweyak Cree Nation (TCN) now have community representation based at the Keeyask Project.

Craig Saunders and Elizabeth Beardy are each Keeyask Site Representatives for their home communities. A representative for Fox Lake Cree Nation will join the team shortly.

"Keeyask site reps assist with communication between Manitoba Hydro construction site staff and our partner communities," said Dave Little (Site Support Manager). "Each rep acts as an advisor and reports to the lead site liaison, Implementation Managers and leadership in their community."

Reps primarily work at the Keeyask Project site for two weeks, followed by one week of work in the community, and then one week off.

At site, the reps local knowledge about the community, its values, the project area and contacts helps support construction activities.

Reps also:

- Participate in construction-related meetings, as agreed upon by the Manitoba Hydro and KCN representatives;
- Represent the KCN at the construction site by attending pre-job meetings and meetings of any Committee constituted under the Burntwood Nelson Agreement (BNA) in a non-voting, advisory capacity;
- Liaise with the Allied Hydro Council's Aboriginal union representative and other union representatives;
- Attend employment engagement sessions with Hydro representatives;

- Liaise Employee Retention and Support Services staff;
- Informs and communicates any information provided by KCN communities about community interests and concerns to advise the Keeyask Site Liaison Lead and Construction Manager, as required; and

- Provide support and advice to the Site Liaison Team on employment and culture, specific to the KCN and the project.

In their home communities, reps:

- Participate in community meetings about the project and reports back on issues and concerns (These may include Community Council or Resource Management meetings, among others);
- Assist with the delivery of project communication plans to KCN communities during the construction phase;
- Liaise with the Job Seeker Managers to connect community members seeking employment opportunities;
- Brief KCN representatives on AGE, CAC, MAC and the Keeyask General Partner Board of Directors to provide related information to community members; and
- Host regular open house events for community Members to learn about various project activities or raise relevant issues.



From left to right: TCN Job Seeker, Manager Richard Flett, and Manitoba Hydro Keeyask Site Liaison, Rita Spence, work with Keeyask Site Representative Craig Saunders (York Factory First Nation).