



**Teck Coal Limited**  
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## Meeting Minutes

**Meeting Name:** Elkford Community Effects and Advisory Committee  
**Date:** October 21, 2019  
**Time:** 5:00 – 7:00PM  
**Location:** District of Elkford Council Chambers  
**Next Meeting:** November 18, 2019 at 6:00PM

### Attendees:

Name	Affiliation
Rob Rowe Ryan Stewart Suzanne Stier	Teck
Kathryn Kitt Chelan Barnes Loriann Hucik Kevin Atherton	Community of Elkford
Estefania Ballen John Leitao Marc Marion	ATCO
Jesse Huisman Duncan McDonald Corey Kortmeyer	District of Elkford

### Agenda:

Time	Item
5 Minutes	Introduction & Safety Message
10 Minutes	New Agenda Items
20 Minutes	Review of September 16 <sup>th</sup> Action Items
50 Minutes	New Business <ul style="list-style-type: none"><li>• Feedback Review</li><li>• Review Indicator Dashboard</li><li>• New Agenda Items</li></ul>
10 Minutes	Review of Action Items

25 Minutes	Public Feedback
5 Minutes	Next Meeting: TBD

**Action Items:**

Item	Responsibility	Timing
Bring Lodge feedback to the committee for review	Nic/ DOE	Next meeting (recurring)
Provide update on: <ul style="list-style-type: none"> <li># of workers at the lodge and # of them working specifically on FRO AWTP</li> <li># of residence requests from non-project related workers</li> </ul>	ATCO	Next meeting (recurring)
Provide a list of Lodge approved contractors	Ryan/Robert	December meeting (recurring bi-monthly)
Develop medical FAQs poster board (s) for the Lodge	Leala/Destiny	November (next) meeting
Reach out to recruiters to see how many contractor employees attempt to gain employment with Teck.	Rob Rowe	November (next) meeting
Provide stats regarding ejected people	Ryan Stewart	November (next) meeting
Provide Estafania's contact information to the committee	John (ATCO)	November (next) meeting

**Summary of Discussion:**

Meeting Minutes
<p><b>Safety Share - Unrest in Chile</b> It would be a good idea to find out if there are any alerts if travelling to countries in areas of civil unrest.</p>
<p><b>New Agenda Items (raised for discussion later in the meeting)</b></p> <ul style="list-style-type: none"> <li>None added</li> </ul>
<p><b>Review of September 16<sup>th</sup> Action Items</b></p> <p>Update on contractor participation on the committee:</p> <ul style="list-style-type: none"> <li>Have not been able to invite any further contractors as there has not yet been another meeting with their committee.</li> </ul> <p>Update on workers at the lodge:</p>

- There are currently 163 workers on the FRO-Swift project; there are significantly more residents than that in the lodge.
- Rob showed a list of lodge approved projects to review the list of contractors in the lodge.
- The list of who is working on projects is live and does not include past contractors, for example, Ecofish is finished, and they were big in the beginning but are done now. Ryan maintains the list of occupancy for the lodge.
- Ryan verified that contractors are only permitted to stay at the lodge once they have exhausted all other options within the communities. The lodge has only reached max capacity a couple of times. It could be filled with smaller projects but Teck is committed to fulfilling their commitment to the communities.
- Numbers increase/decrease among different contractor. FRO-swift is at 160+ but will ramp down in the winter. Everyone should also keep in mind that several contractors work on several projects, such as MDG and Nupqu.
- We want to assure the committee that not all contractors working on projects are permitted to stay in the lodge. In order for contractors to stay at the lodge, a form has to be filled out; the project managers review the list then forwards the list to Ryan and ATCO. For instance if they are working at Eagle pit, they are not permitted to stay at the lodge but if working on Swift, they are.
- The committee requested the list of companies associated with the projects at the last meeting. Teck's procurement department has no problem sharing the list as long as it remains confidential within this committee because often contractors do not know who received the contracts.

No concerns regarding the September 16<sup>th</sup> minutes were raised.

**Decision:** September 16<sup>th</sup> meeting minutes were accepted by the committee.

### **New Business**

#### Feedback Review:

- There has been no formal feedback received through Teck's feedback mechanism.
  - [feedbackteckcoal@teck.com](mailto:feedbackteckcoal@teck.com)
  - 1.855.806.6854

#### Review of Indicator Dashboard:

- Preliminary example snippets of the indicator dashboard were presented to the committee; we are open to exploring different ways to display the indicators.
- Before we put a lot of effort into gathering stats, we need to ensure there is value to be gained from the information.

- We should be able to start using the dashboard right away on the medical side but it depends on the different KPIs. We should be able to have some populated for next meeting.
- Interior Health still has to firm up some things; ATCO is tracking incidents for reporting.
- One of the residents asked how many people the lodge employs and how many of them are locals.
  - People who are employed at the lodge work full time – 40 hours a week (4x10)
  - The lodge employs 36 people, 29 of which are locals
  - Employee turnover is huge, it's hard to get locals at present, some feel the work is too hard, some don't want to work because they can't keep up, others have issues with the schedule - Interesting information but not sure if it's a good indicator or not.

New Agenda Items:

- No new agenda items were brought forward.

**Review of Action Items (this meaning)**

- New action items raised during the meeting were reviewed.

**Public Feedback**

No members of the public attended the meeting and there was no public feedback shared.

**Miscellaneous**

A discussion was held with respect to lodge entertainment. Estefania is the lodge's event organizer and she held a Thanksgiving and pumpkin-carving event to which she received many positive comments. The committee requested Estafania's contact information.

A question was asked to how many contractor employees staying in the lodge are trying to get positions with Teck. Not sure but Rob said he can reach out to CRC to find out if they are able to provide that information. The concern from the resident is regarding a sudden increase in population with respect to school capacity. It is unlikely that the recruiters are tracking that information but Rob will reach out.

As question was asked to find out if there was anyone tracking where the workers are staying who are not staying in the lodge. No one is tracking that information; however, it is known that some are renting apartments. Many of the FLOUR workers had long-term accommodations at the beginning so we gave them the option but we did not force them into the lodge. A few are at the lodge but some are not. They chose to keep their own accommodations.

In order to put some rumors to rest, a question was asked as to why some people have been told they can no longer stay at the lodge. John answered that it is because they did not follow rules and regulations, nor the policy on drugs and alcohol. They are not automatically ejected from the lodge if

they show up under the influence and do not bother anyone but if they are caught in the act on the cameras, ATCO reports to Teck and Teck takes action. The biggest thing is that they come to work fit for work. The reason the ones who do not cause trouble are not ejected is that if they stayed in a hotel, the Company wouldn't know. Alcohol issues are being tracked. Furthermore, we would never eject someone in an intoxicated condition; we would wait until they were safe to drive.

- A committee member requested that the stats regarding ejections be shared. Ryan will provide them next meeting but there are only a handful of cases. Committee member feels the numbers would be valuable for the seniors. Will help in dealing with people within the community in case of exaggerated numbers. Just for clarification, to put perceptions to rest.
- If people are ejected from the camp, not necessarily ejected from the work site. That would be up to the contractor but they would not be able to get LOA to stay somewhere else. The site HR would have to review and make their own decision on the mine site.
- Whether or not an employee is let go over alcohol/drugs violations, is up to the contracting company.

#### Summary of Decisions

- September 16<sup>th</sup> meeting minutes were accepted by the committee.
- A decision was made that the Fernie adult registration night did not belong with this committee.

#### Next Meeting:

- November 18, 2019
- 6:00pm – 8:00pm
- Elkford Community Conference Centre