

Minutes
CSA Community Advisory Group
To Western Forest Products
October 9th, 2014
Western Forest Products Boardroom

Attendance: refer to attached sheet

6:00 pm: Meeting called to order
Quorum met.

Safety Review

Facilitator noted fire exits and first aid attendants in case of emergency. Meeting place in case of emergency was noted.

Code of Conduct

Code of Conduct for Community Advisory Group was reviewed.

Welcome and Introductions

Chair welcomed members. Members and guests introduced themselves.

Review and Acceptance of Agenda

Agenda was accepted.

Review and Acceptance of Minutes

Minutes will be emailed to be reviewed.

Correspondence

Copies of recent correspondence was provided and reviewed
Letter to PRPAWS
Emails to First Nations

Operational Information Map Review

Current Activities

Harvesting – LL-012 (inactive), PD-168, PD-421, PD-460, PD-462, PD-465, ST-026, ST-283, TM-260,
UL-819

Road Construction – FH-033, GI-140, GL-021, GL-022, ST-103, ST-820, UL-846, WL-042

Road Deactivation – Dianne Valley deactivation commencing

Engineering – PD-505, PD-507, ST-116, ST-080, ST-152, ST-288, ST-289, ST-294, ST-298, ST-820,
UL-848

What's New on the Map

New Blocks – TM-265, ST-065, ST-067, ST-341, PL-003, PL-005, ST-086, ST-025, GL-024, UL-844,
GI-151, PD-505, PD-507, PD-210, PD-442, PD-474, PD-473, PD-472, PD-452,
PD-441, PD-443, ST-821 (split from ST-820)

New Roads – TM-265, ST-065, ST-067, ST-341, PL-003, UL-844, PD-505, PD-507, PD-210, PD-442,
PD-474, PD-473, PD-472, PD-452, PD-441, PD-443

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Cutting Permit Approved Areas – None

There are no new blocks or roads along the Sunshine Coast Trail.

Logging Complete – None

Company Updates

There was an article in the Vancouver Sun regarding Sechelt First Nation sending letters to all of the forest companies on the Sunshine Coast inviting them to a meeting scheduled for today in Sechelt. WFP had a few people from the corporate office in Campbell River attend and Ken MacKenzie from Stillwater went as well. Stuart spoke to Ken just before this evening's meeting and Ken said the meeting was meant as an icebreaker to get the companies in the same room. Sechelt FN witnessed the Supreme Court ruling granting land title to the First Nations people of the area for the first time in Canadian history and thought it would be a good idea to get the forest companies together to see what their thoughts are regarding the outcome of this momentous court decision. There will likely be follow up conversations in the future.

Employment and Forest Worker Training – Lisa Perrault, Coordinator Strategic Projects, WFP

Lisa has worked for WFP for 16 years. She has worked in the forest industry since 1975. She has had many different jobs over the years. She has been involved in fire suppression, silviculture, engineering, her own mapping business for 10 years, she worked for Pacific Forest Products in Ladysmith and when WFP bought Pacific they closed the Ladysmith office and moved the people to Campbell River. Within WFP she engineered for 8 years, she was on the safety team for the company for 4 years, and is now with the strategic planning department for the last 3 years. This department does mostly projects so Lisa's job varies from year to year. The last couple of years has been largely focused on jobs and training.

Their goal is to sustain their workforce. The present workforce is aging. About 40% of their workforce will retire over the next 8 to 10 years. That will result in a big gap across all of their job spectrums. It requires action that has not been necessary for a long time. It is a very important issue. There are not a lot of young workers interested in forestry anymore because the industry has not done a good job of marketing - the bad things make it in the news and not the good things. Forestry is 'the greenest workforce' but is not perceived as such. The industry is seen as unstable, not green and low technology. The opposite is true. The technology is changing rapidly. The initiatives in the industry are fragmented. Each area has its own initiatives and the industry has not been acting as a whole. Outside of the industry there is huge competition because the aging demographic is everywhere.

On the coast there will likely be approximately 4700 job openings between now and 2022. That is about 40 – 50% of their coastal workforce and most of the jobs will be due to retirements.

In the fall of 2012 WFP started the Logging Fundamentals Training Program in Wass under the leadership of Randy Bose and Vince Dublin. Both Randy and Vince went through the old Malaspina College Chokerman' School when it was running a couple of decades ago. They really benefited coming into the industry with some good training under their belt before they went out on the equipment dealing with the landscape, risks and hazards. The age range of the fellows that come in to the course range from 18 to 31 years. When they leave the 7 week program they are thought of as apprentices. They do not know everything, but they have a solid foundation. They have a tremendous safety orientation and they are beginning to think the way they should about recognizing risks and coming up

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with the right solutions. This ago group is challenging to work with because they think they are invincible. They are taught by two extremely experienced loggers. They have a very wide range of experience between them and are very patient, knowledgeable men. The goal is to bring these young men into what is currently the most entry level position in the logging industry which is a landing men (or chaser) to work with the grapple yarder. In the past there used to be the entry level chokerman position working with the towers and there used to be a lot of them so there would be a lot of people having a chance to learn those entry level skills as a group. There are now hardly any towers, but that is what WFP is using to train on because they can get 6 individuals working and keep them busy and learning throughout the course of the day. They do graduate from the towers to a grapple yarding situation within the 7 week period because they will end up with grapple yarding crews. A couple have gone on to swamper on road crews and a couple have gone on to anglewood railway which is a unique opportunity. They all want to be logging and not on the rail for too long.

They developed the curriculum from Worksafe material and they are funded through the Coast Sustainability Trust for up to 50% against their costs. They target the trainees they bring in from certain geographic areas where the funding is targeted. North Island, Port Alberni, and Alert Bay is where they draw their people from. 34 have come out so far and almost all have been placed within Western Forest Products. A few have gone to contractors. Some of these contractors would be WFP's contractors. The people have no obligation to work for WFP and WFP has no obligation to hire them, but it is a tremendous opportunity to hire one of these individuals because they already have a great head start on what they need to know. They will still continue to learn on the job and will be a green worker for a bit, they will have an accelerated learning process so the cost of having them as an extra person will be a lot shorter time period.

Question: Do you have any drop outs?

We have had 40 students in total including the class that will graduate in two weeks. This group is doing really well and will all make it. Out of the 40 two have not made it. One was not suitable and did not last long and the other couldn't obtain references at the end.

Question: How many people were First Nations?

There have been about 10 aboriginal people and 7 or 8 of them are in the class completing in two weeks. It would be great if a couple per class of local First Nations could attend. They have been stars and have gone on to do well where they have been placed.

It is a pretty expensive program to put on. It costs about \$20,000 per participant to train them because of the equipment, the ratio of instructors to students including some specialty instructors brought in to run Switchback which is Foundation and Leadership professional development courses. This psychologist spends two days with the group gets into their head and helps them see what triggers them in those moments when they need to be making a really important decision. They also take S100 firefighter training, there is an ergonomist that helps them learn about posture, they learn to climb and not get any soft tissue injuries while doing this, and they have a driving assessment because they may end up being the driver. This is all very costly so the company is very grateful for the funding they have received for the last two and a half years.

Question: What does it cost the participants to take it?

They are paid to take the course. Many of the individuals are coming from other jobs, have young families and are not on EI and they want to get into the industry. If they were not paid they would not

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be able to participate and the company does not want the cost to be a barrier. When it was set up the company talked to the union. They do not have to join the union at this stage but the union does come in to talk to them over the course of the training. They are paid training rate and they can put that against their housing and grocery expenses while living in Wass. It makes it possible for them to do the program but it is not enough money to give incentive to just come and get 7 weeks pay and not stay on as a logger. They do not advertise that it is paid, but as soon as people come to their interview this is explained to them. For 18 spots last year there were 130 applications. There were 80 applications for the 6 spots the first year. It is hard to pick 40 people to interview from all of the applicants.

Question: Why are there so many applicants?

We just advertise in the local newspaper and word of mouth.

Question: Why don't you increase the numbers in the groups?

We are working on that. We haven't yet seen the huge exodus of retirees that we are expecting. These guys need to be in before that happens because you don't want everybody to be green. You need mentorship and learning to take place.

Question: WFP picks up half the cost?

If it takes \$100,000 to run one class WFP would get \$45,000 to \$50,000 back from Coast Sustainability Trust. It is Provincial money that was a huge trust that was set aside when they constricted development in the Great Bear Rainforest because at that time it was affecting a lot of loggers and the industry in general. They put this money aside to retrain people. They are very happy with this program, the fund is running out, but if they could fund it for the next ten years they would. It is serving a very specific geographic area that is perfect. Local people, local jobs, and sustainable industry. It fits all of their criteria.

Question: So WFP is spending all of this money even though many of their operations do not have that many employees, They use contractors, right?

We would be happy if these guys ended up with our contractors. There is huge interest from other licensees as well like Timberwest and Interfor. They run their businesses with all contractors. WFP is about 50/50 employees and contractors. At this point in time hopefully we have saturated our operations enough that we can spare a few. We are thinking we may be losing some of the funding as it is running out so it might be time for these other licensee to start chipping in and helping bear the cost of the training and channeling some of the individuals into their own operations. That would be great.

Question: Do you have anyone from Powell River applying?

No. I don't see all of the applications, but I don't think so.

Question: I was just wondering because we had individuals from Sliammon First Nation come to talk to us about a year ago and they were very interested in the program.

The funding does target people in a certain regional district. We are allowed to take applicants from outside of the area if we can't find suitable people from inside. We have made a couple of exceptions. The area includes Comox, Strathcona, Mount Waddington regional district and the Central Coast

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regional district. I don't know if there was money for this regional district at one time or if this area is outside of the parameters of the CST funding. Port Alberni is outside of it. We haven't had any shortage of candidates.

Question: Why doesn't the Coast Forest Products Association involved so that all of the organizations would be involved.

That conversation is happening.

We had a chance in Port Alberni to train a First Nations woman, who already had her class 1, and really wanted to be a logging truck driver. She was able to get some funding that was focused on First Nations training. We were able to pair her up with one of our contractors and do a full on driving program with her. We used the new standard that the BC Forest Safety Council has been developing with industry input. They did a really good job and they are going to do a formal pilot of it this year with one of the colleges and get more truck driver training happening. It is really treating a truck driver like a professional with the responsibility that goes with looking after the equipment, dealing with the road hazards, good training and a lot of mentorship from other experienced drivers. Soon there will be other drivers trained this way. Logging truck drivers are another group that will need to be replaced soon.

Action: Stuart to ask Russ to speak about mechanical harvesting and oversize trees that need to be hand felled.

They have really increased their apprenticeships over the last few years in manufacturing and timberlands. In the timberlands it is mostly welders and heavy duty mechanics. Manufacturing has saw filers, millwrights, electricians, and carpenters.

They know that they need to attract people into job shadowing and training to get people to try things out. They are looking across their operations to see what kind of training can be done on the job. There is a lot of other training taking place besides the formal training program.

Question: Is the job shadowing something that high school students could do?

Yes. Job shadowing for sure. If somebody is interested in becoming a logging truck driver they could have a ride along to see how it feels in the cab coming down a road with a load of logs.

Comment: Our high school has dual credit programs for Grade 12 students. They can take first year college programs in welding, carpentry as well as a whole range of other subjects. Forestry could perhaps fit into this.

Comment: In the late 70s early 80s there was a forestry course taught at North Island Senior Secondary in Port McNeil. It was a full credit course developed by the Provincial government. It was forestry from planting trees to heli-logging.

Are you familiar with the two high school programs that are back doing that now? Timberline in Campbell River was doing it for a while but it petered out. Now Carihi High in Campbell River now has a credit forestry program for Grade 11 and Grade 12. It is only in its second year and the classes have filled up.

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Port Alberni also has a mature version of it. The instructors see this as an amazing way to teach math, science, writing and social studies. You can tie it all into a forestry program and make it all very dynamic, hands-on and interesting. The programs are popular but hard to keep funded.

We also just want to teach kids how important our forests are. Not necessarily to work in them – just to know about them. There is an amazing woman in the Campbell River school system. She is a forest technologist and she runs a program where she goes to about 9 schools per year and touches about 800 grades 3 – 5 students and sometimes some younger students as well. She gets invited back year after year. She meets the parents, the TAs and the teachers because she wants the adults to hear what the kids are learning. It is very popular and it is wholly industry funded.

The company is also trying to participate in more community events. They haven't done a great job of letting people know who they are and what they do. There are all kinds of misconceptions about what goes on out there and what sustainable forest management is. This group knows what this is and they need to get the message out as many ways as they can. These people will not be the workers, but the seeds need to be planted so that people will be comfortable making the decision to work in the forest industry. A community should feel good that we are a business in town.

Comment: WFP has been doing a lot lately in community promotion of forestry. Stuart is.

That is what I hear.

A couple of years ago the truck loggers took on the task of finding funding to do a study survey, that was supposed to be coastal but ended up being Provincial, on how many people will be needed in the next few years and what are the demographics for retirement. They looked at a bunch of studies plus did some new research to fill in the gaps. They created a huge document from which a human resources strategy could be developed. It was completed last March. From this there is now an HR strategy for the coastal industry. Everyone has to work together to solve this problem, so now there is a steering committee that was formed in May that includes all of the major licensee on the coast and the Truck Loggers Association. They are working together to provide leadership and to implement the strategy. There is very strong First Nations involvement in this and every aspect of the job angles that it worked on will have a First Nations component as well.

There is no actually training yet. This steering committee will decide how this training unfolds, what the industry standards are, and who is going to run the training. That is the stage they are at right now.

Lisa showed a diagram which presented how the process should unfold: secure funding, recruit program director, identify necessary training skills, arrange for training to that beginning skill level, assign successful trainees to apprenticeships, and develop continuing education to provide for changing conditions to create safe and productive workers.

Indicator Review – 2014 Audit Follow-Up

The auditor made a comment about five indicators during the recent audit. These items came under the heading 'Opportunities for Improvement'. They do not have to be changed, but the auditor thinks they could be better.

Indicator 1.4.2 Protection of identified sacred and culturally important sites with implemented management strategies. Target: The proportion of sacred and culturally important sites identified each year with implemented management strategies is 100%. The auditor said that his target as measured

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does not specifically address the indicator so Stuart presented new wording that the group was happy with.

Indicator 3.1.2 Soil quality and quantity. Target: The annual level of dispersed downed woody debris is on average $> 10\text{m}^3/\text{ha}$. The auditor said the timing of the measurement of the debris prior to activities that move the debris such as chipping, salvage, and firewood cutting does not address the long term level of availability. This is true. When the plan was created the residue survey was chosen because it is an easily measurable number and it is consistent. Through time trends up are down it is easily tracked. Realistically the amount of wood that comes out afterwards across the board is not really material.

Question: How do you measure after chipping and firewood cutting?

We don't. The residue audit is done first because that is what you pay government on for stumpage. You pay for the little bits and pieces left as residue at the end so it has to be measured at that point. That is why it is measurable and verifiable.

Stuart said that if we want to adjust the indicator we could also take the estimated value of burned material off as this is measured to use for the carbon estimate.

Question: What about salvage, chipping and firewood?

It would be negligible. What do we want to measure with this indicator? The indicator seems to be concerned with having enough woody debris to maintain soil quantity. If that is the train of thought then removing pile burning would be consistent with the value. The group agreed that the estimated burned material should also be included on this indicator.

Action: Stuart to look at m^3/ha basis volume burned in a year.

Indicator 4.1.1 Net carbon uptake. Target: The net annual carbon uptake on the DFA is positive on a five year rolling average with a 1 year negative variance. The auditor asked how the 1 year negative variance fits in the 5 year rolling average.

Question: Could the 1 year negative outweigh the 4 positive years?

Stuart said he would change the variance cannot exceed the 5 year rolling average. The 5 year rolling average must be positive.

Action: Stuart to change variance

Indicator 6.4.1 Level of participant satisfaction with the public participation process. Target: Participant satisfaction demonstrates an overall positive result during the CAG CSA auditor meetings. The auditor said that using the auditor meetings to determine level of satisfaction may cause a conflict of interest. Other groups use a questionnaire. The group decided that it will adopt a questionnaire that will be filled out at a meeting. Satisfaction will also be based on attendance and turn over.

Action: Stuart to bring in new 6.4.1 level of satisfaction target for group to consider.

LL-039 and Jeffered Creek Watershed Update

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Stuart showed photos of the work completed on this block. The photos were taken after the stream diversion and road construction was done. The water was running down the road and WFP rebuilt the old stream bed so that the water would run back into Jeffered Creek as it did in the past.

Stuart also showed the group a map of the block near Fiddlehead Farm that is adjacent to the Sunshine Coast Trail. Stuart and Eagle Walz walked the block and made some decisions about where the trail should be adjusted to. Both parties were happy with the outcome.

UBCM – Log Export Notes – Chair

Brian from an association in Squamish said coastal logging averages \$85/m³ and export value is \$40 or \$50 higher per log over domestic. (post meeting note: Brian Shier, Squamish and District Forest Association.) The industry needs to export logs in order to be able to afford to log the profile. Exports support the domestic supply and logs must pass a surplus test before exporting. Our system of permitting does not allow assured supply to the foreign market. China is turning back to New Zealand to get certainty because they cannot get it in BC. It takes 3 months from harvest to permit which is too long. Recently the government raised the tax on the export log forcing companies to export more to make up the shortfall caused by paying the higher tax. Harvesting is of prime importance to recreation because otherwise there would be no access. Pulp and paper is the highest value added product that we have.

Assistance professor Harry Lawson from UBC did a report for the government a couple of years ago on log export and for the truck loggers about a year ago. He said exports are important but is concerned that more and more businesses are relying on exports to stay in business. He feels that we have lost Provincial leadership and that forestry has fallen off the stage and that there is no strategic vision. Some initiatives are too broad, for instance the Chief Foresters initiative to try and expand the tenure system which fell flat and has been abandoned. Some are too narrow such as the mid term timber review which was done in the interior which did not look down the road at all. The strategy needs to be created by an independent body like the Royal Commission because the government does not show any leadership and they are too involved in the economics. One idea he had was to take the revenue from log exports and apply it directly to opportunities in BC for forest products instead of putting it all in general revenue. He said 5 to 6 million cubic metres will be exported this year. The US has a functional system and Canada does not because of the surplus permits.

Dave Peterson, the Provincial Forester, gave a history. The private land granted post 1906 is subject to the Provincial Surplus Test and land granted prior to 1906 is subject to the Federal Surplus Test. In 2013 10% of the total harvest was exported as logs, which is 7,000,000 m³. 60% of private land harvest is exported and 6 – 19% of crown land harvest is exported as logs. Dave's issues are the decreased timber supply in the interior which is a problem for both logs and chips, and also log demands from Asia may decrease because they can also get their wood from New Zealand and Russia. Log exports are small compared to lumber and pulp and paper exports. There is little room for significant movement on export reform because of the global financial system and because people believe the wood should be processed here.

Bill Waugh said that Island Timberlands land is 80% prior to 1906 and 80% post 1906. The 80% is subject to Federal Surplus Test. The boom is advertised and if there is a bid equal to the domestic price, IT has to sell it. The decision is made by a Provincial committee.

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A couple of people mentioned the Fraser Institute Report. The report was trying to answer the question of what would be best for the BC economy. Should we export no logs or anything up to all of the logs? They found that the worst thing for BC's economy would be to stop exports.

Comment: The Fraser Institute would have wanted that outcome.

Could be. All of the people speaking said that a certain amount of log export is necessary to keep forestry working

Action List Items

Action Items

<i>Ongoing</i>	Who	Meeting	When
Stuart to ask Russ Parsons to speak about mechanical harvesting and oversize trees that need to be hand felled	Stuart Glen	Oct. 10/14	
Stuart to look at m3/ha basis volume burned in a year	Stuart Glen	Oct. 10/14	
Stuart to change variance for Indicator 4.1.1	Stuart Glen	Oct. 10/14	

Adjourned 9:00 pm

Minutes
Stillwater CSA Community Advisory Group
Western Forest Products
October 9th Attendance

Name	Position	Member Seat
PRESENT		
Jane Cameron – Chair	Primary	Member at large
Barry Miller	Primary	Environment
Andy Payne	Primary	Employment & Education
Wayne Brewer	Alternate	Tourism
Colin Palmer	Primary	Local Governments
George Illes	Alternate	Environment
Nancy Hollmann	Primary	Tourism
Rory Maitland	Primary	Contractor
Bill Maitland	Primary	Local Business
Laura van Diemen	Alternate	Employment & Education
Debbie Dee	Alternate	Local Governments
9 Seats represented		
ABSENT MEMBERS		
Russ Parsons	Alternate	DFA Worker
Cathy Bartfai	Alternate	Member at large
Paul Goodwin	Alternate	Forest Dependent
Mark Hassett	Alternate	Contractor
Rob Stewart	Primary	Forest Dependent
Doug Fuller	Primary	DFA Worker
Read English	Alternate	Recreation
Dave Hodgins	Primary	Recreation
PRESENT		
Resource – others		
Joseph McLean	Guest	
Sue McDonald	WFP	
Christine Petrovic	WFP	
Stuart Glen	WFP	
Valerie Thompson	Facilitator/Secretary	