TC Energy has been safely building and operating pipelines for more than 65 years. We have gained expertise and insight from extensive consultation with communities along our pipeline corridors where workforce accommodations have been located. We understand the interest in ensuring that Indigenous and local communities benefit from construction activities and are not negatively affected by workforce accommodations – we share that interest.

We listen and take concerns seriously. Coastal GasLink is implementing measures that support improving overall workforce accommodation operations. Project personnel are aware of the potential economic benefits to communities from having a workforce accommodation situated nearby, and we will work closely with local authorities and Indigenous communities to ensure any adverse effects on infrastructure and community services are kept to a minimum.

### Purpose of workforce accommodations

Self-sufficient workforce accommodation is a mitigation measure industry implements to minimize potential negative effects on community and regional infrastructure and services including:

- Emergency, health and social services
- Housing and accommodation
- Transportation infrastructure

The provision of the workforce accommodation and the temporary nature of the workforce should avoid a strain on community and regional infrastructure and services. Throughout the construction process, local accommodation may be used to house a small number of workers. However, the majority of workers will be housed in specific workforce accommodation locations.
Workforce accommodation and security contracting

On June 26, 2018, Coastal GasLink announced approximately $620 million in contract awards to northern British Columbia Indigenous businesses. The awards include right-of-way clearing, medical, security and workforce accommodation services. As a result, Coastal GasLink’s workforce accommodations and security will be delivered by local Indigenous businesses. We are proud that we will be working collaboratively with Indigenous communities and businesses to provide both workforce accommodations and the accompanying security services.

Current workforce accommodation construction plans

The Project is divided into eight construction sections, each approximately 80 kilometres in length. Four pipeline contractors have been hired to build the various sections. They will install the pipeline through summer and winter construction seasons.

Here’s a general overview reflecting workforce accommodation size and activities:

Typically, each workforce accommodation will begin small

• Small workforce accommodation size will range up to 250 people
• The workforce residing at the workforce accommodation will focus on clearing activities, and access road preparation

As construction progresses, each workforce accommodation will grow in size

• During pipeline construction, the average workforce accommodation size will peak at up to 500-800 persons. The largest workforce accommodation will peak at approximately 1,098 construction workers for a two week period.
• The focus of the workforce residing at the workforce accommodations will be on pipeline installation.

As the work concludes, each workforce accommodation will decrease in size

• Accommodations would decrease to approximately 50-500 people with most workforce accommodations housing about 150 people
• The focus of the workforce residing at the workforce accommodation will be on hydrostatic testing, clean-up and reclamation.
• Once the work is completed, the workforce accommodation would be removed

Pipeline workers will typically occupy a large workforce accommodation for six to eight months while they build 50 to 100 kilometers of pipe in the vicinity. Workforce accommodation populations will vary significantly over the course of construction due to the needs of the different stages of pipeline work. Accommodations may remain in place for up to 36 months so they can be used during two or more construction seasons, but their size will vary depending on work taking place in the area.

Workforce accommodation locations

We locate workforce accommodations near the pipeline route to reduce travel risks to employees and the public. By locating a workforce accommodation near the pipeline, we can reduce travel on existing roads.

Potential workforce accommodation sites are reviewed with our pipeline construction and workforce accommodation contractors when they have joined the Project, as well as with our stakeholders and local governments to finalize the locations. Workforce accommodation locations are chosen based on some of these factors:

• Ease of access to the pipeline right-of-way or major roads
• Avoidance, to the extent practical, of areas of native vegetation, wildlife habitat, or archaeological or heritage resources, or other environmentally, socially or culturally sensitive areas
• Preference for previously disturbed sites that have a level topography
• Community input

Worker schedule

The Project workforce will generally work a six day-on, one day-off work schedule. TC Energy’s past experience shows, that when workers have a day off a small number will visit nearby communities. Coastal GasLink does not anticipate ‘surges’ of workers going into communities for shopping and recreational purposes. The workers will typically work three to four months per construction season and then return to their homes until construction starts again.
Workforce accommodation amenities

Workforce accommodations will reflect current construction workforce standards, including catering, separate quarters for men and women with private washroom facilities, games rooms, access to washers and dryers, and recreational facilities. Workforce accommodation management will be contractually required to provide housekeeping, potable water, security, waste removal and emergency response.

Workforce accommodation culture and conduct

Strict behavior protocols will be enforced and a Coastal GasLink Camp Behaviour and Culture Standard will be implemented. Coastal GasLink and its contractors will have clear rules and guidelines that will be enforced by the contractors, to ensure safe and harassment-free accommodation and work environments. These rules will prohibit the possession of fire arms, illegal drugs and address many other concerns.

TC Energy takes a zero-tolerance approach to harassment in the workplace. Adherence to TC Energy policies is mandatory and includes:

- Alcohol and Drug Policy
- Harassment-Free Workplace Policy
- Duty to Accommodate Policy
- Employment Equity and Non-discrimination Policy
- Aboriginal Relations Policy
- Code of Business Ethics Policy
- Weapons in the Workplace Policy

Drug and alcohol policy

TC Energy understands community concerns about personal safety and respect for their property during the construction of our Projects. Coastal GasLink will take a zero-tolerance approach to the possession or use of illegal drugs or unacceptable behaviour resulting from alcohol or drug consumption. The Project will continue to work with Indigenous and local communities in accordance with TC Energy’s corporate policies. The pipeline contractor and workforce accommodation managers will be accountable for enforcing the rules and maintaining a safe, orderly environment for all workforce accommodation residents.

Workers will be tested for drugs and alcohol before they are hired. All contractors must have a strict drug and alcohol policy that requires pre-site access testing for anyone accessing the work site. Our organization’s approach focuses on the health, safety and wellness of our employees, contractors and the communities we work in, and has been successful in minimizing workforce accommodation issues on TC Energy’s Projects.

Safety

Safety of the workers in workforce accommodations and the nearby communities is paramount. Security guards will enforce accommodation rules and regulations 24 hours a day, 7 days a week.

Coastal GasLink and its contractors will work with local police, fire and emergency services to develop emergency response plans and share information on the Project and activities in the area.

Health care

Medical personnel will be available in workforce accommodations. Coastal GasLink requirements include paramedics and first aid attendants at the workforce accommodation. The number and qualifications of medical staff will meet or exceed WorkSafe B.C. requirements based on the type of work activity, number of workers and drive time to the nearest medical centre. First-aid rooms will be outfitted with proper equipment and running water as outlined in the WorkSafe B.C. regulations.

Workers seeking access to social services or counselling may access support through on-site medical staff, help-lines, online services and services available in the region.

Coastal GasLink will continue two-way dialogue with local and regional health and social service providers to minimize impacts on communities, provide schedules and identify service gaps and potential solutions.
Traffic

We completed extensive planning of the development of access roads. Where possible, existing roads, requiring upgrades in varying degrees, are used to avoid new disturbance. We have engaged with stakeholders to understand the road use requirements to ensure maximum safety for the workers and the public. The contractors will maintain the roads, including grading, snow removal and dust suppression, as required. Coastal GasLink will work with our contractors to monitor the traffic and implement a Traffic Control Management Plan. At the end of the Project, Coastal GasLink and our contractors will ensure the road is returned as close to its original pre-construction state as possible, and ensure we fulfill all obligations identified in the road use agreements. We will keep the landowners and communities informed on developments through a number of methods including community liaisons, newsletters and our Project website.

The responsibility for maintenance on roads used by the Project will depend on the agreements we reach with the Province and industrial users. We will work with contractors to fulfill all obligations described in applicable road use agreements.

Waste and wastewater

We have developed an environmental management plan that includes waste, waste water, and waste disposal.

Coastal GasLink is working with Regional Districts, municipalities, BC Ministry of Environment as well as the workforce accommodation contractors to minimize the effects on the existing infrastructure with accepted, practical solutions. Waste water will be treated and reused (dust suppression, road building, hydrostatic testing) or returned to the environment. Potable water will be available on site or through hauling from approved local water sources. Solid waste will be minimized through recycling programs. Where required, Coastal GasLink will pay to use existing waste and water facilities.

Monitoring

Coastal GasLink’s approach to monitoring seeks to understand mitigation effectiveness in avoiding or reducing the potential adverse effects presented in the Application for and Environmental Assessment Certificate. Workforce accommodation monitoring will include:

- Implementation of the Socio-economic Effects Management Plan (SEEMP). The SEEMP is a standalone management plan that identifies Coastal GasLink’s approach to implementing mitigation during construction to avoid or reduce potential adverse socio-economic effects on regional and community infrastructure and services as presented in the Application for an Environmental Assessment Certificate, and monitor and report on the effectiveness of the mitigation.
- Implementation of the Construction Monitoring and Community Liaison (CMCL) program. The CMCL program provides opportunities for Indigenous participation within their traditional territory for the purposes of observing, recording and reporting on implementation of construction activities, engaging with the Project and supporting implementation of the Heritage Resource Contingency Plan and the Traditional Land Use Sites Discovery Contingency Plan.
- Indigenous Liaison Committee meetings that will occur a minimum of twice a year.
- Development of an Elders-in-Residence program for workforce accommodations.

Coastal GasLink will use an Adaptive Management Process in situations where monitoring results indicate that outcomes are not as predicted.

Contact us

We are working with local governments, provincial agencies, Indigenous communities and service providers to answer questions and concerns about our construction workforce accommodation plans. For more information, please contact us:

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