



WUSKWATIM

Power Limited Partnership

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Hello, Tansi, Bonjour

On behalf of the Wuskwatim Power Limited Partnership, a partnership of Nisichawayasihk Cree Nation and Manitoba Hydro, we welcome you to the Wuskwatim job site. We are pleased to have you on site and are confident that your skilled contributions will make your work and living experience a memorable one.

Please take note of the camp rules and regulations to ensure you are aware that your actions will impact others who live and work at Wuskwatim.

Welcome aboard!

Thank You, Ekosani, Merci

Terry Armstrong
Construction Manager
Wuskwatim

Section 1: General Rules

The general rules presented here apply to all individuals working at the Wuskwatim job site, in any capacity, regardless of whether they are working for Wuskwatim project, its agents, representatives or contractors. The rules have been drawn up to ensure that all work is properly managed and carried out, and to maintain order, safety and the effective administration of the job site.

For purposes of these regulations the term “job site” is defined as the site where work is performed and any neighbouring areas under WPLP jurisdiction; it includes, without limiting the generality of the foregoing; the work and service areas, access roads, any facilities and accessory buildings located thereon, as well as the camp housing the workers performing the work.

The main objective of the rules are to maintain safe working conditions, to protect the health, life and well being of each and every individual and to ensure the best possible quality of life, as well as to protect personal and company property.

- 1.1 All persons are required to register at the Camp Office upon arrival at the camp and upon departure from the camp. Providing that this check-out procedure is followed, rooms will normally be held for the length of the approved leave. (Please see 4.9 for exceptions)
- 1.2 Photo Identification (ID) cards are issued upon arrival and all persons must have one. Manitoba Hydro may require the return of identity cards at any time, to modify or cancel them. Individuals are responsible for their identity cards and will be charged for the replacement cost (\$15.00) if a card is lost or not returned when they check out of camp .
- 1.3 Camp residents are to carry the ID card at all times and produce it upon request. The security patrol is authorized to request identification of all persons.
- 1.4 All persons must display their identification at meals, in the restaurant and lounge and as required in the recreation centre.
- 1.5 All persons leaving the camp must report to the Security Office. In the interest of safety, persons leaving for recreational purposes are encouraged to report their plans to the Security Office.



- 1.6 Each resident will leave a \$5.00 deposit when registering in camp; in the event the key is lost the subsequent deposit will be \$25.00 for the second loss and \$50.00 for the third. Loss of keys represents a security concern and the costs associated with re-codes will be covered by this increase in deposits.
- 1.7 When an employee leaves the Wuskwatim camp on their scheduled leave they must check out with the Camp Office, otherwise they will be assessed a payroll deduction of \$15.00 per day. Employees/employers who terminate employment must also advise the Camp Office.
- 1.8 According to Provincial Act N92 (The Non-Smokers Health Protection Act) smoking is strictly prohibited at the Wuskwatim site except in designated outdoor areas. Smoking is not permitted within 10 metres of any building entrance. Smoking is not permitted in dorm rooms or any other buildings. Any person who causes a fire of any of the facilities at site will be liable for all resulting damages. Caution is to be exercised with cigarettes, cigars, etc. near camp buildings and forested areas. All cigar and cigarette butts are to be discarded in approved disposal containers.
- 1.9 Control measures are enforced by a control gate and security staff at the junction to PR 391. Only authorized road users and those permitted access according to the Access Management Plan, by the Resident Manager, Camp Administrator and/or delegate will be allowed access to the Wuskwatim road.
- 1.10 Firearms or offensive weapons are prohibited on the job site. Anyone arriving at the security gate with these items must surrender them to Security Office outside of the camp area. These items are then identified, tagged and locked in a cabinet by the Security Officer. The owner is given a portion of the claim tag to allow them to claim their property at a later date. When the owner departs site and claims his/ her property, both sections of the claim tag are destroyed and the transaction is recorded in Security's register.
- 1.11 Site Orientation is provided for every employee accessing the construction site by his/her employer.
- 1.12 Non-employees, visitors, and minors are not permitted to visit the Wuskwatim camp or construction site, unless prior authorization has been obtained by the Resident Manager or his delegate.
- 1.13 The Resident Manager has the authority to allow limited but reasonable variation to these rules.

Section 2: Specific Dormitory and Bachelor Quarter Camp Rules

- 2.1 A person who has been assigned a room in camp may not change rooms without the consent of the Camp Office.
- 2.2 Janitorial service is provided and includes making beds, changing linen and cleaning floors. The occupants of a room are responsible for tidiness of that room. Janitorial services do not include picking up items from floor, i.e. laundry, boots, etc.
- 2.3 Persons who have been assigned to a room are liable for all damage to that room, and all costs incurred in repairing such damage will be charged to the occupant(s).
- 2.4 Electric heating appliances of any kind (e.g. hot plates, irons, toasters, kettles, heaters, etc.) other than those provided by the camp owner, are not to be used in the rooms.
- 2.5 All persons shall take reasonable precautions to avoid causing a nuisance or disturbance to other persons in the camp. Fighting is strictly prohibited.
- 2.6 No person shall engage in any activity which is in violation of *The Liquor Control Act* or *The Controlled Drugs and Substances Act* (or successor legislation) while within the camp area.
- 2.7 Camp residents will be permitted to be in possession of alcohol within the confines of their dorm room or within 3 metres of the camp resident's dormitory. Alcohol possession will be limited to a 24 x 355 millilitres of beer, 3 litres of wine or a 750 millilitres of spirits. Any camp resident who is found to be in possession over the acceptable amount will receive a written warning and the product will be confiscated. No alcohol will be permitted in any other camp buildings or surrounding areas.
- 2.8 There shall be no tampering with fire protection and prevention equipment. Any person who is found tampering with such equipment will be prosecuted.
- 2.9 Accidents and sickness must be immediately reported to the worker's employer.



- 2.10 Except as may be specifically otherwise provided, Manitoba Hydro will not be liable for loss or damage to personal belongings of persons occupying rooms within the camp, whether the loss or damage is due to fire, theft, negligence or any other cause.
- 2.11 Defective camp equipment must be reported to the Camp Office as soon as it is noticed. Defective camp equipment must not be repaired or tampered with by unauthorized persons.
- 2.12 Pets are not permitted in any of the camp buildings or in the camp area. The feeding of any animals in the camp area is also prohibited.
- 2.13 Women are not allowed to enter the men's bunkhouses, and men are not allowed to enter the women's bunkhouse.
- 2.14 Dorm 1 will be designated as a female dorm and Dorm 3 will be designated as a CO-ED dormitory for married and common-law couples (verification is required), where both parties are employed at Wuskwatim.
- 2.15 No person shall urinate or defecate in any area of the camp other than in the appropriate locations in the washrooms. All persons shall leave the washrooms in a reasonable state of cleanliness after use.
- 2.16 No person shall litter or commit acts of vandalism in any area of the camp.
- 2.17 It is expressly agreed and understood that the use and occupation of the camp facilities is not intended to create, between Manitoba Hydro and those persons occupying rooms in the camp, the relationship of landlord and tenant within the meaning of *The Landlord and Tenant Act*, Chapter L70 in the continuing Consolidated Statutes of Manitoba, and that the right to remain in the camp may be revoked by Manitoba Hydro at anytime and without notice.
- 2.18 All camp issued items must be returned upon check-out.
- 2.19 Any person finding an object that may be of archaeological significance shall leave it in place and report it to the Camp Office immediately.
- 2.20 Infractions of any of the Camp Rules may result in disciplinary action being taken, which could include: a warning letter, eviction from camp, assessment for damages, and/or criminal prosecution.

2.21 The Resident Manager has the authority to allow limited but reasonable variation to these rules.

2.22 VIOLATION OF ANY OF THESE REGULATIONS MAY RESULT IN IMMEDIATE EVICTION FROM THE CAMP.

2.23 DISCIPLINARY MEASURES

MAJOR OFFENCE:

Any incident which involves the following:

- a) **Fire or misuse of fire fighting equipment, or tampering with fire protection and/or fire prevention equipment;**
- b) **Vandalism;**
- c) **Possession of a firearm;**
- d) **Smoking in bed;**
- e) **Bodily assault on a member of the security police, caterers or Corporation personnel involved in camp operations;**
- f) **Circumstances that, in the judgment of the Camp Administrator with the concurrence of the Camp Eviction Committee, constitute a major offence;**
- g) **Third minor offence.**

Any incident or infraction as described above may result in immediate eviction.

MINOR OFFENCE:

Any incident, infraction or breach of camp rules and regulations which does not include those defined above as a major offence.

Section 3: *Nisichawayasihk Nehethowuk* Customary Law Principles

The partnership acknowledges that it is important to NCN that access to the Nelson House RMA be restricted, with the objective of, among other things, preserving the cultural, spiritual and heritage values of NCN in relation to the area. This is one of the functions of the Access Management Plan. In this context, the partnership agrees that as part of the information to be provided to individuals employed on, and to visitors to, the Wuskwatim project construction site, who may have access to the Nelson House RMA, the partnership will make available the *Nisichawayasihk Nehethowuk* Customary Law principles so that such individuals may be aware of these principles while within the Nelson House RMA.

Nisichawayasihk Nehethowuk Customary Law Principles are as follows:

1. *Kwayaskonikiwin*, which means that the conduct of a person must be reconciled with *Kibche’othasowewin* (the Great Law of the Creator);
2. *Kistethichikewin*, which means that the conduct of a person must be based on the sacred responsibility to treat all things with respect and honour. In the context of road access management, *Kistethichikewin* means that a person must show respect by requesting access;
3. *Tawinamakewin*, which means that a person is welcome. In the context of road access management, *Tawinamakewin* means that a person granting access has a duty to consider a request for access, including consideration of the well-being of the person requesting the access;
4. *Aski Kanache Pumenikewin*, which means that the conduct of a person must be in accordance with the sacred duty to protect *N’tuskenan* [the land, life, home and spiritual shelter entrusted to us by *Kiche’manitou* (the Creator) for our children *michimahch’obchi* (since time immemorial)]
5. *Ethinesewin*, which means traditional knowledge, including the influence of moons and seasons on climate, weather, animals, plants, and *Ethiniwuk* (individuals) as well as seasonal harvesting cycles and practices. There is a duty to respect and seek *Ethinesewin*;

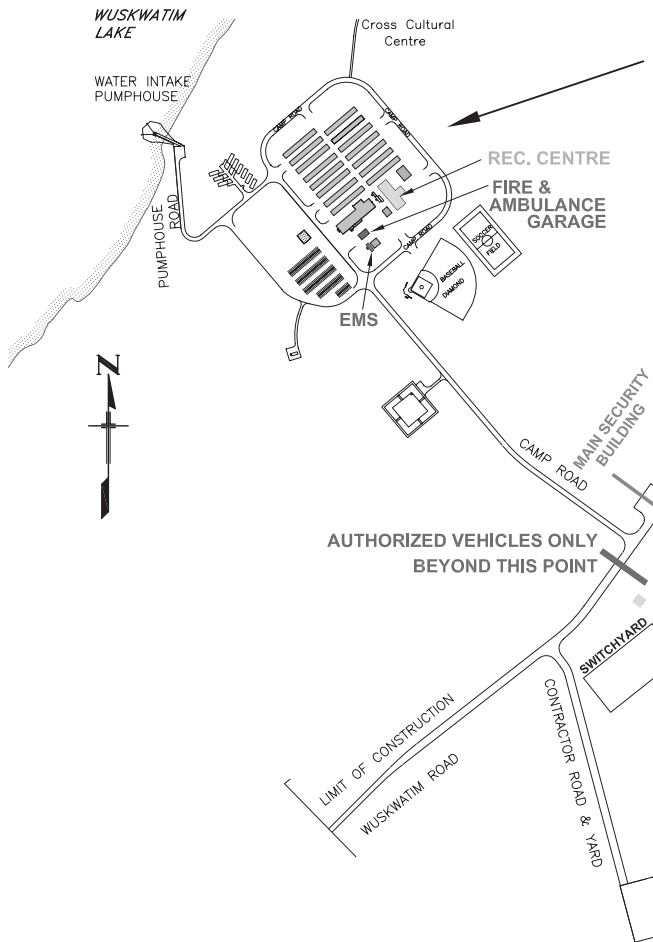
6. *N'totumakewin*, which means that a person must seek not to be understood but to first understand. *N'totumakewin* establishes a duty to teach as well as to understand and to share as well as to seek *Ethinesewin*;
7. *Ayakwamisiwin*, which means that a person must be cautious of his/her actions where there is uncertainty;
8. *Ob'chinewin*, which means that what a person does to nature will come back to that person;
9. *Aniskowatesewe Kanache Pumenikewin*, which means that a person must act in accordance with the sacred responsibility to protect heritage resources;
10. *Kanatethebikewin*, which means that the conduct of a person must be in accordance with the sacred responsibility to ensure *Ethinewikuna* (human remains) and *Aniskowe Apuchetawina* (artifacts; the things we use while here on Earth) must not be disturbed;
11. *Asebewewin*, which means that what a person does to *Ethinewikuna* (human remains) and *Aniskowe Apuchetawina* (artifacts; the things we use while here on Earth) will affect the person's whole being;
12. *Nebetho Tipethimisowin*, which means the exercise of sovereignty. The conduct of all persons must be consistent with *Kibche'othasowewin* (the Great Law of the Creator) and must reflect decision-making roles in accord with *Nebetho Tipethimisowin*.



Section 4: Camp Information

- 4.1** Sodexo cleaning staff and site security are authorized at any reasonable time to enter a room or place of accommodation for security purposes or to verify the condition of the accommodations. Every effort to contact the camp resident prior to accessing the room will be made so they are present at the time.
- 4.2** In the event of an emergency situation, the right of access will be exercised at any time.
- 4.3** All camp residents are to sign a clearance form with Sodexo when they leave camp and are not returning.
- 4.4** Anyone wishing to report camp improprieties is to contact Security who will follow up.
- 4.5** All accidents and injuries must be reported to the employees' employer once they have been given medical attention.
- 4.6** All situations that could result in serious injuries or material damage must be reported as soon as possible to the workers' employer.
- 4.7** Camp residents must respect the standard rules of personal hygiene and cleanliness at all times.
- 4.8** Cable TV connection/Internet/Telephone:

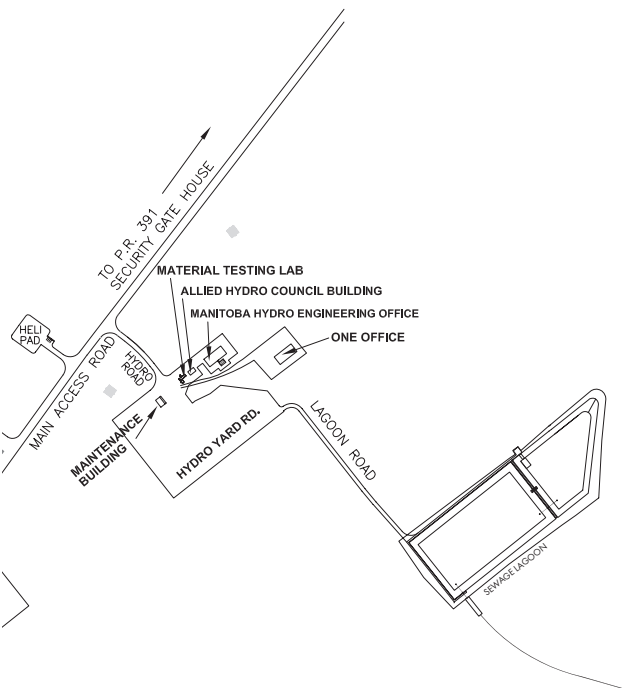
Cable television connection and internet will be available to all camp guests at no charge. Hardwire telephone is not available, however if you wish to have a desk phone and you own your own computer, Achieve can install software on your computer to make this happen. Please contact Achieve I.P. at **1-866-999-1110**. Please note that cellular phone service is available in the camp through MTS and Telus. MTS contact number is **225-5687**. Telus contact number is **1-866-558-2273**.



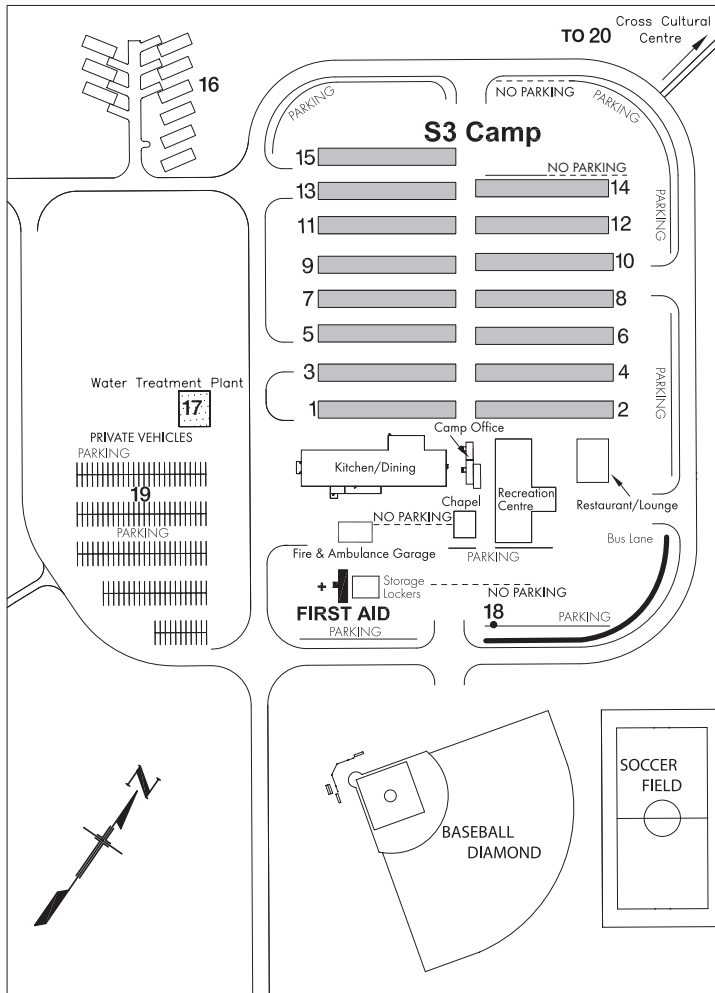
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SEE ENLARGEMENT ON NEXT PAGE



MAIN GATE SECURITY PHONE 778-5765
WUSKWATIM GENERATING STATION
WUSKWATIM CAMP
LAYOUT



WUSKWATIM
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WUSKWATIM CAMP LEGEND

- 1** FEMALE DORM
- 2** DORM 2
- 3** COED DORM
- 4** DORM 4
- 5** DORM 5
- 6** DORM 6
- 7** DORM 7
- 8** DORM 8
- 9** DORM 9
- 10** DORM 10
- 11** DORM 11
- 12** MANITOBA HYDRO MOBITEL
- 13** DORM 13
- 14** MANITOBA HYDRO MOBITEL
- 15** ONE MOBITEL
- 16** MOBILE HOME PARK
- 17** WATER TREATMENT PLANT
- 18** CONTRACTOR BUS STOP/PICK UP
- 19** CAMP RESIDENT PARKING LOT
- 20** CROSS CULTURAL AREA

4.9 CHECK IN/CHECK OUT PROCEDURES

During peak construction periods (normally June, July, August and September) or as required, the Wuskwatim camp accommodations will be operated as a check in/check out facility. A notice will be distributed and posted to advise guests of this occurring. Prior to your turn around the guests will be required to completely check out of their room. If guests wish to utilize the secured storage facility they will be responsible to place their belongings into the storage lockers provided. The guest will then be issued one lock and the only key. Access to the secure storage facility can be arranged the evening before the guests' departure or the morning of departure. Camp Office hours will be extended to 4:00 am to 9:00 pm to accommodate the use of the storage facility. The guest must return the dorm room key to the Camp Office upon check out. Upon your return, the guest will be able to access the storage facility, and return the lock and key to the Camp Office in order to be assigned to a room and receive a new dorm room key. Should you have any questions please contact the Sodexo Camp Office.

4.10 RECREATION FACILITY

There are first-class recreational facilities available on site.

- Hours of operation: 5:00 am to 11:00 pm - 7 days a week
- Camp ID is required to utilize equipment.
- Library usage is on an "honour" system, it is up to the individuals to take out and return books.

The facility contains:

- | | |
|---|--------------------------------|
| • Computer stations including free internet service | • Pool tables / Foose ball |
| • Telephones with calling card access | • TV rooms with widescreen TVs |
| • Full size gymnasium | • Library |
| • Exercise and weight room | • Common area - Cards/Chess |
| • Racquet & Squash courts | • Ping Pong tables |
| | • Commissary |
| | • Change rooms |



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Section 5: Cross Cultural Information

- 5.1** The Contractor's managers, on site supervisors and all of the employees that work on the Wuskwatim project are required to participate in cross cultural training workshops. Sessions will be conducted at site by a team of cross cultural facilitators (Location 24 on map).
- 5.2** The cross cultural on site counsellors offer a wide range of services provided by the Wuskwatim Power Limited Partnership and they are available to all employees on the Wuskwatim job site.
- 5.3 Hours of the cross cultural office:**
- 2:00 pm to 10:00 pm - Mon to Thurs
 - 9:00 am to 3:00 pm - Friday
- 5.4** Cross cultural office phone number is **778-1090**; fax number is **778-1091**.

Participation of the following counselling services is voluntary and includes (but is not limited to):

- Work adjustment problems
 - Vocational and career issues
 - Cross cultural adjustment
 - Racial tension
 - Alcohol and drug abuse
 - Marital stress
 - Family stress
 - Depression and anxiety
 - Money management
 - Stress management
- 5.5** Cross cultural ceremonies will also be held for various significant events. Attendance and participation is welcomed and voluntary.

Section 6: Vehicles & Parking

- 6.1** All vehicles must have a Wuskwatim identification tag visible in the front window.
- 6.2** Every driver must comply with the signage posted in the camp area, the job site and the access road. Failure to do so will result in driving privileges being removed.
- 6.3** All vehicles must park in the designated parking area only. Anyone parking in non-approved areas will result in the vehicle being towed away at the expense of the vehicle operator.
- 6.4** Off-road vehicles are not permitted in the camp area or the construction site.
- 6.5** Parking outlets are provided in the parking lot area only. Parking in fire lanes or non-approved locations will result in your vehicle being towed.
- 6.6** Contractor Bus Stop/Pick Up is identified on the map. Parking in this area will result in your vehicle being towed.
- 6.7** If overflow parking is required, the area will be identified and those assigned to that area will cooperate in moving and parking their vehicle at that location.
- 6.8** No personal vehicles will be allowed access into the main structure work site.
- 6.9** Speed limit in the camp area is 40 km/h.
Speed limit on the access road is 90 km/h.

See Centerfold Map for Parking Locations



Section 7: Amenities & Services

7.1 Cafeteria-Hours of Operation:

- **Breakfast:** 5:00 am to 8:00 am - Mon to Sat
5:00 am to 10:00 am - Sun
- **Supper:** 5:00 pm - 8:00 pm

7.2 No work clothes (i.e. oil stained coveralls, etc.) or muddy footwear are allowed in the cafeteria.

7.3 All dishes and trays must be returned to the tray racks in designated areas.

7.4 Restaurant and Lounge – Closed Effective December 18th, 2011:

Refer to Camp Rules Section 2.7

7.5 Recreation Centre - Hours of Operation:

- 5:00 am to 11:00 pm - Mon to Fri
- 5:00 am to 1:00 am - Sat & Sun
- Recreation Committee members represented by company: Sodexo, ONE, Manitoba Hydro, and other contractors as determined by the Recreation Committee.
- Recreation Committee will meet on a monthly basis.
The time and date of meetings will be posted.

7.6 Commissary Hours of Operation:

- 5:30 am to 8:30 am and 4:30 pm to 9:00 pm - Mon to Sat
- 8:00 am to 12:00 pm and 4:30 pm to 8:30 pm - Sun

Please advise your Recreation Committee member of any programs, equipment or recreational activities you are interested in.

7.7 Addictions information is posted on the cafeteria bulletin board.

Section 8: Hunting & Fishing

- 8.1 Hunting is prohibited; firearms are not allowed on site.
- 8.2 Fishing is permitted. All anglers must possess a valid Manitoba fishing licence and adhere to the possession rules, and only fish in designated areas. Note: The shoreline from Wuskwatim Lake to downstream of the water intake is closed.
- 8.3 The Access Management Plan has been developed in consultation with Nisichawayasihk Cree Nation to manage access on the project site during the construction phase.

Who can gain access?

- Project traffic, including staff and management, as authorized the Resident Manager;
 - NCN members for Ceremonial purposes, when authorized by the Resident Manager, in consultation with the NCN Implementation Coordinator;
 - Emergency vehicles/personnel and regulators;
 - NCN resource harvesters, including Wuskwatim Lake commercial fishers, trapline holders and helpers, and traditional resource harvesters, when authorized by the Resident Manager in consultation with the NCN Resource Coordinator's office or NCN Implementation office.
- 8.4 For more information regarding the Access Management Plan, please contact:
- Greg Glennon** - Camp Administrator
Office hours: 7:00 am to 5:00 pm - Mon to Sat Phone: **778-1019**
Box 6000, Thompson, MB R8N 2B6 Email: gglennon@hydro.mb.ca
- Norman Linklater** - NCN Implementation Coordinator
NCN Implementation Office
Office hours: 9:00 am to 5:00 pm - Mon to Fri Phone: **679-6939**
Nelson House, MB R0B 1A0 Email: ncn@mts.net
- Alvin Yetman** - Assistant Implementation Coordinator
Phone: **484-2414**



Section 9: Health, Safety & Environment

HEALTH & SAFETY

- 9.1** In the event of an emergency situation an Emergency Measures Plan will be put into action to ensure the safety of all the residents of Wuskwatim camp.
- 9.2** Signs indicating the principle measures to be taken in case of emergency are posted in all trailers and offices.
- 9.3** The marshalling point for fire is the Recreation Centre.
- 9.4** All workers are to follow Workplace Health and Safety Regulations at all times.
- 9.5** All accidents or safety concerns should be reported to your supervisor.
- 9.6** Emergency Medical Services (EMS) is provided by CritiCare on site 24/7 - Phone **778-1046**.
- 9.7** All water in the camp is obtained from Wuskwatim Lake and is treated to Canadian Drinking Water Standards. It is safe to drink.
- 9.8** All residents are encouraged to follow good personal hygiene measures including washing hands and coughing into one's elbow.

ENVIRONMENTAL

- 9.9** Feeding of wildlife is strictly prohibited.
- 9.10** Reduce - Reuse - Recycle.
- 9.11** Any heritage resources and/or artifacts found, discovered or disturbed must be reported to the Resident Manager.
- 9.12** Wildlife is attracted to untidy campsites. Cleanliness, proper storage of food and garbage and common sense are the best deterrent practices. Please do your part.

Section 10: Burntwood Nelson Agreement

- 10.1** All work shall be subject to the Burntwood/Nelson Collective Agreement (BNA) the collective bargaining agreement governing the Wuskwatim project.
- 10.2** Allied Hydro Council (AHC) Union Representative site office phone number is **778-1094**.
- 10.3** Hydro Projects Management Association (HPMA) Labour Relations Advisor site office phone number is **778-1092** or the Winnipeg office is **1-204-360-7960**.

Section 11: Emergency Contact Information

EMERGENCY CONTACTS - FIRE & SAFETY

SECURITY SERVICES:

MAIN GATE SECURITY	778-5765
S3 CAMP SECURITY	778-1022 or 1023

ACKNOWLEDGEMENT

I, the undersigned, acknowledge that I have received a copy of the brochure entitled "General Rules for the Wuskwatim Job Site". Furthermore, I commit to read and comply with these rules.

Print name: _____

Short SIN: _____

Signature: _____

Signature of witness: _____

Date: _____

Note: To be signed upon registration and copy of signature page kept on file in Camp Office.



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