

**PROCESS FOR HIRING AN INDIGENOUS FISHERIES MONITOR**  
**OPGs Calabogie Generating Station Redevelopment Project**  
**Issued: 7 December 2020**

**PREAMBLE:**

Two fish rescues are covered by this process; one for the downstream cofferdam fish removal and another for the upstream cofferdam fish removal. It is anticipated the downstream fish removal process will be completed initially in the first quarter of 2021; likely February and will be completed over 4 days. The upstream program is anticipated to be completed in the summer of 2021 (after July 15) and it will take 2 days.

Each of the 6 indigenous communities, namely Algonquins of Ontario (AOO), Algonquins of Pikwakanagan First Nation (AOPFN), Alderville First Nation, Curve Lake First Nation, Hiawatha First Nation and Scugog Island First Nation will nominate one candidate to participate in the Fish and Wildlife Rescue Work in accordance with the requirements provided by OPG's Contractor SNC-Sullivan JV (the JV).

**THE PROCESS:**

The following summarizes the process for hiring an indigenous community member for the fish rescue required during cofferdam installation at OPG's Calabogie Generating Station Redevelopment Project.

- 1) OPG will provide a copy of the Fish and Wildlife Rescue Plan and this document that identifies the process for hiring an indigenous Fisheries Monitor in the Fish Rescue.
- 2) OPG will contact each of the indigenous community lead members to request that they should forward a name of the interested participant and contact information. The information is to be provided to the JV and to OPG. At that time, each community is to provide a contact name to facilitate administrative information for the future invoice and payment process.
- 3) The agreed upon hourly rate for each Fisheries Monitor is \$75.00. This amount is intended to cover all costs associated with this work activity such as wage, mileage, on-site training and all applicable burdened rates such as CPP etc., meals and the administrative fee.
- 4) The JV Environmental Manager will initially coordinate with the nominated Fisheries Monitors. Initial information provided will include the proposed dates of the fish rescue, the time and location of work and next steps. The Lead Biologist will coordinate directly with the Fisheries Monitors at least one week before the scheduled fish rescue providing the meeting location and discussing the work program and safety measures.
- 5) The Fisheries Monitors will be required to read and comply with the Health and Safety Plan specific to the fish rescue and working with electrofishing equipment (if applicable). Working in and around water will be reviewed. All Monitors will be required to participate in site orientation, daily tailgate safety meetings and to sign the daily Health and Safety forms.
- 6) Each Fisheries Monitor will be responsible for their own Personal Protective Equipment (PPE) including weather-appropriate clothing (Refer to attached list.) They will be required to attend applicable on-site orientation/tailgate safety meetings organized by the Lead Biologist on behalf of or in conjunction with the Calabogie Redevelopment Project.

- 7) All participants will be monitored by the SNC-Lavalin Lead Biologist while conducting the fish rescue.
- 8) Training for the fish rescue will be conducted onsite by the biologists and will include how to work safely while fishing, instruction on how to net fish while electrofishing, how to seine net, and how to handle and release live fish according to Ministry of Natural Resources and Forestry requirements.
- 9) When each Fish rescue is completed, the indigenous community band office will send an invoice to the JV.
- 10) The JV and the OPG Calabogie Project representative will confirm that the Monitors have performed the work.
- 11) The JV will pay the band office based on the invoice received and will forward the invoices to OPG as part of the regular monthly invoice process.
- 12) The Band Office will pay the Fisheries Monitor.
- 13) Should fish rescue work need to be cancelled due to weather or other circumstances on the day planned, the Monitors will be paid for 4 hrs.

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### **Required Personal Protective Equipment (PPE)**

All PPE is to be in good condition and free of damage/tears or unprofessional repair.

- CSA approved green patch protective foot wear (min 8-inch height) fully laced and tied.
- High Visibility clothing min Class 2 type II (coverall, vest, jacket or shirt). Suspenders or bands are not acceptable.
- Long sleeved shirts and pants of appropriate material for task.
- CSA approved protective eye wear appropriate to task.
- New CSA approved Class G or preferably E Hard Hat. No painting or covered in decals are allowed.
- Appropriate gloves for task, worn always in the field. Ex. minimum cut resistant for handling sharp objects (fish with spines, knives), leather for material handling.
- Appropriate seasonal/ weather clothing (winter wet conditions).

Task hazards may require additional and/or more specific PPE

Examples:

- Lifejacket
- Waders
- Wet environment/ submersion/ waterproof cold weather high grip gloves
- Under garments (long johns, pants, t shirts, shirts/ jackets) - Avoid cotton clothing or non polypropylene synthetics. Natural fiber wool is best as it will retain heat when damp or wet