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#### **ANNEX A**

#### STATEMENT OF WORK

#### 1.0 Introduction

Parks Canada requires services to install and remove 27 kilometers of temporary fencing to use in the eradication of fallow deer from Sidney Island. Fencing will consist of recycled customized aquaculture netting. Netting must be installed between July 15 – Nov 15 2024. Removal of fencing is anticipated to take 2-3 months and will start once eradication operations are complete, which will be between March 1 – April 15 2025. Removal of fencing is to be completed by July 31, 2025.

## 2.0 Background

The Coastal Douglas-fir forest is a globally-unique and highly-threatened ecosystem, with only a fraction of its original range remaining. Gulf Islands National Park Reserve is one of several project partners who are working to restore and protect this special ecosystem, which makes up a majority of its land base, by addressing one of the primary threats: invasive European fallow deer.

Introduced to SKTÁMEN (Sidney Island) in the mid-1900s, fallow deer populations have since grown and have stripped the forest understory of native tree seedlings and shrubs, creating an ideal environment for invasive grasses and shrubs like English hawthorn to take over. The result is an ecosystem that is missing many of its native and culturally-significant understory plants, lacking in habitat for songbirds and other wildlife, and highly susceptible to climate change. Parks Canada has been working collaboratively with the WSÁNEĆ Leadership Council, Tsawout First Nation, Pauquachin First Nation, the Sallas Forest Strata (Sidney Island residents), Islands Trust Conservancy, the Province of BC, and Coastal Conservation, to plan for the permanent removal of fallow deer—and subsequent forest restoration—on SKTÁMEN (Sidney Island).

The eradication of invasive fallow deer will require the ability to use temporary fencing to divide the island into zones that can be systematically cleared of deer.

Sidney Island is a large island located 4km east of Sidney, BC, comprised of Parks Canada administered property in the northern third, and privately owned Sallas Forest Strata property in the south. There is no regularly scheduled ferry service to Sidney Island and access is primarily by small vessel or contracted barge. There is a road network to allow vehicles and trailers to access most sites. Regular cellular service is usually available.

#### 3.0 Staging of Fencing

Parks Canada will arrange for the procurement and delivery of Fencing Material (see 4.0) to Sidney Island. This includes staging the Fencing Material at strategic locations on Sidney Island to ensure the Fencing Material is easily accessible to the Contractor.

#### 4.0 Fencing Material

Fencing consists of recycled aquaculture netting (Appendix 2 figure 1) that is braided, knotted high density polyethylene (HDPE) netting. It is separated into sections that are 12 -13 feet tall and 120 feet long.

Each section weighs 70 pounds. Netting will be delivered and staged in 4 foot by 4 foot grain bags that can each contain 5 sections of netting. Each grain bag with 5 sections of netting in it will weigh approximately 350 pounds.

## 5.0 Fencing Layout and Location.

Parks Canada will determine the locations where fencing is to be installed. This will be done in

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collaboration with the Sidney Island Community and the Eradication Professionals. The Contractor must only erect fencing in locations approved by Parks Canada. The current plan for the netting layout is included as Appendix 1, but this is for information only and is subject to change based on new information and operational requirements.

## 6.0 Scope

#### 6.1 Work Planning

The contractor must work with Parks Canada to establish a work plan for the installation and removal of the temporary fencing. The work plan must be completed prior to start of work. The work plan will include:

- Staffing plan and shift rotations
- Equipment requirements
- Staging locations/ lay down areas for netting.
- Review and understanding of local regulations and stipulations regarding access to private property.

## 6.2 Installation and Removal of temporary fencing

The Contractor must provide services to install 27 kilometers of temporary fencing between July 15 – Nov 15, 2024, prior to the eradication operation. Once the eradication operation is complete, the Contractor must remove the temporary fencing. Removal of fencing is anticipated to take 2-3 months and will start once eradication operations are complete, which will be between March 1 – April 15, 2025. Removal of fencing is to begin mid-April and be completed by July 31, 2025.

#### 6.2.1 Installation Requirements

The Contractor must install netting in accordance with on-site guidance provided by Parks Canada staff.

To avoid permanent damage to trees, the netting must be attached to trees using straps, approximately 10 feet up the trunk. In locations without trees, free standing posts set into stands must be used to hold up the fencing. Guy wires held down by stakes will be used to stabilize the posts. The bottom 2-4 feet of the netting must be laid along the ground as a "skirt" and secured to nearby trees, affixed to the ground with stakes, or weighed down with logs or other objects, to prevent deer from being able to go under the netting.

The installation of drive-through gates (see figures 5 appendix 2) will be undertaken by Parks Canada, but the Contractor might be asked to assist with gate installation.

## 6.2.2 Removal Requirements

The Contractor must remove netting in accordance with on-site guidance from Parks Canada personnel.

All fencing and associated materials (stakes, ropes, posts, guy wires, etc.) must be removed from their locations, gathered and transported to a single location on Sidney Island, to be determined in consultation with Parks Canada

Debris and forest litter must be removed and shaken out of Fencing Material, and the Fencing Material must be placed in the grain bags. The grain bags, once filled with netting, must be transported to a central location to be determined in consultation with Parks Canada.

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No equipment, supplies, garbage or materials associated with the fencing can be left on Sallas Forest Strata property without consent from Parks Canada.

## 6.2.3 Equipment

Parks Canada will provide Netting Material and other supplies as follows:

- Generators for charging and corded power tools
- Fuel for vehicles and generators
- Ratchet straps and other hardware to secure netting to trees
- Free standing posts, including guy wires, stakes, and associated fasteners and hardware for free standing posts.
- Material for pedestrian and vehicle gates (PCA to lead on vehicle gate installation)
- Paracord to seam sections of netting to each other.
- Cordage/rope to secure the bottom of netting to the base of trees
- Ladders and step stools
- Associated hand tools such as hammers, wire hardware (crimps, swages, eyes...)
- Radios for crew leads
- Small trailer for ATV
- Lockable job box for tools

## The Contractor must provide:

- ATV
- Pick up truck to transport employees and gear
- Personal Protective Equipment (PPE) for Contractor's staff, including high-vis vests or other equipment that make them readily identifiable.
- Personal clothing and outdoor gear for Contractor's staff.

Parks Canada will arrange for transport of equipment to Sidney Island via barge.

#### 6.2.4 Transportation and Vehicles

Parks Canada will provide:

- small vessel support, including transportation of crew and supplies to and from Sidney Island (from the town of Sidney) on a 1 trip per week basis.
- Transportation of vehicles to Sidney Island via barge.
- Side by side, gator

## The Contractor must provide:

 Vehicle capable of lifting and moving 350lb grain bags of netting, such as a zoom boom or flat deck truck with crane. Vehicle must be suitable for narrow winding roads on Island (i.e. under 30').

#### 6.2.5 Personnel

The Contractor must provide between 6-12 personnel at a time, in multiples of 3, because it takes a team of 3 people working together to install the netting and gates. One of the personnel must serve as a foreman/leader and must serve as the point of contact for Parks

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Canada field personnel.

Parks Canada will provide a person to be on site with the netting installation crew. This person will provide initial instruction for how to install netting, but after that fence crews will be expected to operate independently. The Parks Canada staff person will inspect installations and will also coordinate with the Sidney Island Community and the Eradication Professionals.

## 6.2.6 Camp

The Contractor's fencing crew must work in shifts (minimum 5 days), ideally with weekends off, unless netting installation falls behind schedule and weekends become necessary. Shift length can be negotiated with Parks Canada. The netting crew would stay on island overnight while on shift and leave the island when not on shift.

Parks Canada will provide a field camp including accommodations and food. This includes:

- Canvas wall tents with cots and sleeping bags. 2 people per tent. (see Appendix 2)
- Water
- Shower
- Covered, heated common area for eating and recreation
- Pit Toilets
- Woodstove and wood, or generator and electric heater for heat.
- 3 healthy and substantial meals per day, including breakfast, pack lunch, dinner, access to drinks, and snacks.
- Parks Canada personnel to manage camp logistics.

#### 6.3 Meetings

The contractor must integrate into a field crew that will consist of Parks Canada staff and potentially Eradication Professionals. This means they will be expected to adhere to a reporting structure (Incident Command System) and will be expected to attend briefings and safety meetings as necessary and as determined by camp personnel.

In advance of fencing installation and fencing removal, the Contractor will need to meet regularly with Parks Canada staff to coordinate and plan the work.

Before beginning work in the Park Reserve, the contractor and crew may be required to complete cultural awareness and protocol training.

#### 7.0 Optional Services

- 7.1 It may be necessary for the fencing route in Appendix 1 be altered as eradication operational planning is completed resulting in an increased distance due to deer behaviour, vegetation, and topography. If required, any changes resulting in an increase to the overall distance of fencing exceeding 27km will be subject to the per kilometer pricing in section B.1 of Annex B.
- **7.2** The installation and disassembly of vehicle gates as shown in figure 5 of Appendix 2 may be required by the contractor. If required, the installation & disassembly of vehicle gates will be paid as per section B.2 of Annex B.

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#### 8.0 Constraints

#### 8.1 Access and Permitting Restrictions

On Sidney Island there are several land jurisdictions. The northern third of the island is managed by Parks Canada. The southern two thirds of the island are private property, referred to as "Sallas Lands". On Sallas Lands there are private lots around the perimeter of the island, and common property in the centre of the island. Parks Canada and the Contractor will not have access to many of the private lots. There are also land covenants managed by Islands Trust Conservancy.

While on Sallas Lands, the Contractor must:

- Not under any circumstances (even if invited by the owner) enter onto private property without prior approval from Parks Canada;
- Not be present on Sallas Lands for any purpose other than doing the work;
- Abide by the maximum speed limit of 30km/hr;
- Abide by Sallas fire regulations: such as no smoking at any time and no gas equipment during extreme fire indices set by Province
  - No smoking anywhere at any time, except well below the high water line.
  - Gas powered tools are forbidden during extreme fire danger. Electric tools will be necessary during this period. In summer of 2023 extreme fire danger was from the start of August until mid-September, but it could be much longer in 2024.
  - Do not park vehicles in or near tall grass during extreme fire danger.
  - o Ensure all vehicles contain:
    - 5lb ABC fire extinguisher
    - Backpack water tank with hand pump
    - Shovel, hardhat, gloves, goggles;
- Not stay overnight on Sallas Lands;
- Limit noise between the hours of 8am and 6pm;
- Ensure vehicles contain a shovel, water fire extinguisher and chemical fire extinguisher;
- Not drive vehicles anywhere except roads and trails for which Parks Canada has provided permission. Parks Canada will provide maps of areas where vehicles can be driven. See Appendix 3 for a current version of road access map, which is subject to change;
- Not store any flammable or hazardous materials on Sallas Lands;
- Keep all roads free and clear of debris, and do not block or restrict access with vehicles, equipment, or netting;
- Immediately report to Parks Canada any damage caused to Sallas Lands;
- Remove all garbage, personal property, equipment and materials associated with the Contractor's activities;
- Maintain charged communications equipment (personal cell / Parks radio).
- Ensure that the installation of netting on private lots adheres to any stipulations outlined by the Lot Owner (information to be provided by Parks Canada).

Before starting work on Parks Canada Lands, the Contractor must obtain a Parks Canada Business License (contact Gulf Islands National Park Reserve administration at <a href="mailto:gulfinfo@pc.gc.ca">gulfinfo@pc.gc.ca</a> or 250-654-4000 for application materials and instructions).

While on Parks Canada Lands, the Contractor must:

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 Carry copies (electronic) of all permits applicable to the project, and be prepared to show them if requested by Parks Canada or other law enforcement personnel;

- Abide by all applicable laws and regulations not exempted through project permits;
- Adhere to the following mitigations of the project Detailed Impact Assessment:
  - Avoid the known locations of key culturally important plant occurrences and other culturally significant sites as well as occurrences of species at risk and their critical habitat (Parks Canada personnel will provide guidance on areas to avoid);
  - Notify Parks Canada of any accidental finds of cultural artifacts, per the Accidental Finds Protocol that will be provided to the successful bidder.
  - Use established roads and trails for transporting materials/equipment wherever possible, to reduce the potential for trampling or damaging plants;
  - Avoid disrupting high-value native plants flagged by Parks Canada personnel.
- Adhere to the following conditions of the project Restricted Activity and Research Permits:
  - Review the Permits and the project Operational Plan prior to starting work;
  - Follow project safety protocols as directed by Parks Canada personnel;
  - Not collect any deadfall in an advanced state of decay for use to secure net fencing.

#### 8.2 Marine weather

Marine weather is likely to disrupt small vessel operations at times, which may cause delays in transporting people and goods to and from Sidney Island.

# 8.3 Interactions with public

Whether on Sallas Lands or operating within the National Park Reserve, the Contractor is likely to have interactions with members of the public. Some people will be vocal in their opposition to the project. The Contractor is expected to be professional and courteous with all members of the public and will be provided with instructions on how to handle difficult situations by Parks Canada. The Contractor will have contact information for Parks Canada personnel that they can provide to individuals who wish to speak about the project.

The Contractor is also expected to conduct their work in a way that results in the least disturbance possible to park visitors and the Sidney Island community.

# 8.4 Staffing

The Contractor must ensure that all of the Contractor's employees involved in the provision of services is at least eighteen (18) years of age, physically fit and accepts that the work and services at times may have to be performed in challenging terrain and in all weather conditions.

The Contractor must ensure that all Contractor's employees providing the service are aware that government properties are non-smoking areas and that alcohol, cannabis and illegal drugs are not permitted. A disregard for these policies by the Contractor's employee will result in the immediate removal of the camp at the Contractor's expense.

The Contractor must provide a replacement employee, at the Contractor's expense within 24 hours should the PCA representative make a request to the Contractor when:

a) An employee is removed from providing the services under the terms of this

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Contract due to poor performance and/or behavior, violation of the alcohol and drug policy, or a disregard for health and safety concerns.

b) A Contractor employee requests or needs to be released from the performance of the work and services

The Contractor must inform itself and comply with the applicable employment standards (i.e. *BC Employment Standards Act*) which describes the minimum rights and obligations of employers and employees in regards to hours of work, rest periods, wages and holidays.

#### 9.0 Deliverables

- 9.1 Provide a work plan (as per 6.1 above) to Parks Canada by July 15, 2024.
- 9.2 Complete the installation of fencing (as per 6.2.1 above) by November 15, 2024
- 9.3 Complete the removal of fencing (as per 6.2.2) by July 31, 2025 within three months of the completion of the eradication operation.

#### 10.0 Qualifications

The contractor must have assigned for the duration of this work a team lead who will oversee all work and be the main point of contact with the Parks Canada Project Authority including meetings etc., The team lead personnel must have at least 2 years of experience within the last 5 years leading a team of 3-12 people in outdoor, labour oriented work, such as but not limited to tree planting, invasive plant removal, landscaping etc...

## 11.0 Safety & First Aid

If required, Parks Canada will have staff on-site trained to provide first aid. The contractor must abide by the site safety plan (produced by Parks Canada) and is responsible for compliance with federal and provincial work safe requirements..

## 12.0 Language of the Work

The Contractor must conduct the work in English.

#### 13.0 Location of the Work

The Contractor must conduct the work on Sidney Island, BC, Canada.

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# **Appendix 1: Current Proposed Netting Layout.**

\*Note, this layout is for information only and details of netting locations are likely to change as eradication operational planning is completed. Area North of the uppermost blue line are within the National Park Reserve. Area South of that line is "Sallas Lands". The red lines and dotted orange lines indicate proposed fencing locations. Blue lines are existing permanent fencing locations. Grey lines are roads, green lines are trails. Private lots are visible on the outer perimeter of Sallas Lands.



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# **Appendix 2: Relevant Photos**



Figure 1: HDPE Netting



Figure 2: Netting in open area secured with free standing posts



Figure 3: Netting in forested area secured to trees



Figure 4: Pedestrian Gate

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Figure 5: Vehicle Gate



Figure 7: "Gator"



Figure 9: Heated Shower



Figure 6: Heated covered area for eating/recreation



Figure 8: Canvas Wall tent with cots and sleeping bags. This photo shows 3 cots, but for this work we will have 2 cots per tent. Wall tents will also have wooden floors, wood frames, and wood walls for this work.

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## **Appendix 3: Current Road Access Map**

\*Note, this map is for information only and is subject to change as eradication operational planning is completed.

