

Enclosure 2: Review table for the Waterloo Airport Runway Project - Initial Project Description (IPD)

IPD submitted March 9, 2021 by the Region of Waterloo International Airport (the Proponent)

Please use this document to provide comments on the Waterloo Airport Runway Project (the Project). The document consists of two tables.

Table 1 will enable you to describe potential project effects.¹ The Impact Assessment Agency of Canada (the Agency) requires detailed advice to inform the Summary of Issues provided to the proponent pursuant to subsection 14(1) of the *Impact Assessment Act* (IAA). Please refer to prompts in the table to guide your responses.

Table 2 will facilitate the collection of general or editorial comments.

Table 1: Description of the potential effects of the Project

Comment ID	Document Reference	Valued Component	Project Component	Description of the Potential Effect (Context and Rationale)	Powers, Duties and Functions	Risk Characterization Rating	Instructions to the Proponent	Summary of the Issue
Please identify comments by organization and comment number.	If the comment is related to a specific section of the documentation, please provide a reference (e.g. title, section, subheading, page number). You may also choose to copy the relevant text here.	Identify the valued component(s)— within the mandate of your department, ministry or agency—to which the effect applies. This may include components of the environment, health, social or economic conditions.	If applicable, please indicate the project component that could cause the described effect. If the effect is linked to a power, duty or function, please identify the project component that would be regulated, monitored, or enabled by the power duty or function.	For each effect within your mandate (one effect per row), please provide the context and rationale. In your response, please respond to following points: <ul style="list-style-type: none"> Describe whether the proponent has adequately articulated the effect. Provide rationale. If the proponent's description is inadequate, please provide a detailed description of the effect, including the effects pathway from the project component to the valued component. Describe whether the proponent has identified and adequately articulated mitigation and/or monitoring measures to address the potential effect. Provide rationale. <ol style="list-style-type: none"> If the proponent has identified mitigation measures, provide your expert opinion of the proposed measures; indicate whether these mitigation measures are well understood and of proven effectiveness. If not, provide advice on how the effect could be managed through well-understood mitigation measures, and identify such measures. Describe whether the proponent has adequately articulated the potential for residual effects after mitigation has been applied. Provide a rationale. If the proponent's description is inadequate, provide advice on the potential for residual effects. 	Does your department, ministry or agency have powers, duties or functions associated with this effect? If yes: <ul style="list-style-type: none"> Identify the act and associated power, duty or function. Indicate whether the exercise of the associated power, duty or function would <u>mitigate, manage or set conditions</u> that would address the effect If applicable, ensure that mechanisms for consultation and engagement related to the power duty or function are included in Enclosure 1. 	Based on the information that you have provided, please characterize the risk by selecting a rating (from [1] to [6]) for the effect (See Enclosure 3 for definitions)	Provide a specific, actionable request for the proponent Where applicable, provide instructions for how the proponent would build confidence in the Detailed Project Description and Response to the Summary of Issues to support or confirm the risk rating selected at left.	Where potential effects have been overlooked or are missing or could be better described and presented by the proponent, provide a concise synopsis for the Summary of Issues. Please, where possible, use simple (lay) language in your summary.
ESDC-01	Draft Initial Project Description, Section 15.2 p.85-86	Economic Conditions	N/A	More detail surrounding projected employment opportunities is required to adequately assess the economic benefits stemming from the Project. The Proponent has not provided employment information and figures, which would support the analysis of the project's immediate and direct positive impacts.	ESDC is in possession of expert information related to the following fields: social development, learning, skills development, employment, unemployment, underrepresented groups,	2	The Proponent should provide a detailed account of the following information related to local socioeconomic conditions: <ul style="list-style-type: none"> The anticipated number of jobs created during the construction and post-construction, the type of skills and 	ESDC-01

¹ *effects* in this context means changes to the environment or to health, social or economic conditions and the positive and negative consequences of these changes.

				<p>This effect could be managed by providing a detailed hiring strategy and local labour market analysis</p>	<p>working conditions and workplace relations.</p> <p>ESDC could support the Impact Assessment process by providing the Proponent with expert knowledge and advice in the development of mitigation strategies</p> <p>Further, the Minister's powers, duties and functions extend to and include all matters relating to human resources and skills development in Canada or the social development of Canada over which Parliament has jurisdiction and which are not by law assigned to any other Minister, department, board or agency of the Government of Canada.</p> <p>Should any such activities or physical works occur, the Canada Labour Code would be responsible for federally regulated industries and workplaces in the private sector (Parts I, II and III of the Code). Labour standards such as minimum wage, hours of work, working conditions and fairness in the workplace depend on legislation such as the Canada Labour Code. The Labour Program administers and enforces these and other laws and regulations to ensure that all Canadian workers are treated fairly and receive proper compensation for their work.</p>		<p>knowledge that could be required to support the completion of the project.</p> <ul style="list-style-type: none"> • Employment barriers to participation for local under-represented groups during the project, and post project activities 	
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ESDC-02	Draft Initial Project Description, Section 15.2 p.82	Economic Conditions	N/A	<p>Further to the comment above, the Proponent has not adequately articulated the intent to support diversity and inclusion through their hiring and training strategies.</p> <p>More details should be given to the Propnent’s claim in Section 15.2: “The Airport’s commitment to diversity, equity and inclusion through the implementation of the Region’s Diversity, Equity and Inclusion Policy has been incorporated and continues to be implemented in its hiring and management practices.”</p> <p>Again, the inclusion of a hiring/training strategy and any efforts made towards promoting an inclusive labour market should be included in the Detailed Project Description.</p>	Same as above	2	<p>If the proponent has a hiring strategy for the project this should be described in the projects description to ensure local labour force participants are considered and utilised. For example:</p> <ul style="list-style-type: none"> • Will there be a target percentage for under-represented groups including indigenous people • Will members of First Nations within the area of the community profile receive employment opportunities prioritized over those outside of this area? • Will other underrepresented groups (Women, youth, person with disability) receive employment opportunities 	ESDC-02
ESDC-03	Draft Initial Project Description, Section 15.2 p.82	Economic Conditions	N/A	Same as above	Same as above	2	<p>The project description should include information on whether any consideration is being given to facilitating training for potential candidates.</p> <ul style="list-style-type: none"> • If training for candidates is provided, will Indigenous peoples or members of the identified First Nations within the area of the community profile receive priority? • Is there a consideration for other underrepresented groups to be considered for training programs, (women, youth, person with disabilities) 	ESDC-03

Please insert additional rows as necessary.

Table 2: General and editorial comments - include comments such as formatting, layout or grammar

Comment ID	Document Reference	Context and Background	Instructions to Proponent
<i>Example:</i> TC-01	<i>Example:</i> Initial Project Description Part D, section 17 Pg. 11	<i>Example:</i> The proponent has identified the Navigation Protection Act under the list of federal powers, duties, or function; however, the section appears to be consistent with changes to the legislation introduced in 2019.	<i>Example:</i> In 2019, the Navigation Protection Act was amended and renamed the Canadian Navigable Waters Act please ensure that the correct title is used.

Please insert additional rows as necessary.