

# Line 3 and Prairie Region News

For Indigenous Nations, governments and groups



## Small symbols point the way to big change

September 30 was a beautiful fall day on the Canadian Prairies.

Don Diduck, an Enbridge Supply Chain Management Advisor who works directly with Indigenous goods and service providers, was walking his dog near his west Edmonton home when he noticed a series of lines and letters on the sidewalk in white chalk.

“It appeared to be done by neighborhood children,” Diduck says. “It brought a smile to my face right away. I thought it was a really good sign that young generations are coming to know about the value of diversity and that they were free to express that in their own way.”

Events of the past seven months of 2021 are shining an ever-brighter light on the need for Canadians to come to grips with the country’s tragic past and walk along the path to reconciliation with Indigenous peoples.

“It’s a historic time that reflects society’s shift in acceptance and inclusion of Indigenous peoples,” Diduck adds.

Encouraging signs and symbols are cropping up across the nation, from the federal government declaring an annual statutory holiday beginning Sept. 30, 2021 to many

thousands of small actions like that Edmonton sidewalk art that point the way to increasing awareness and change.

Enbridge employees honoured National Day of Truth and Reconciliation in a number of ways including virtual cultural events and discussions, training programs and more. We invited all members of our employee community to reflect on how we, as individuals, can make a difference and commit to action – if only to learn more and open our minds, our eyes and our hearts to the truth.

As one example, to mark the day in the field near Morden, Manitoba, the entire crew working on Line 3 decommissioning gathered before work to share a “values moment” and the story of residential school survivor [Phyllis Webstad](#), who started the Orange Shirt Day/ Every Child Matters initiative.

Even though the majority of the crew were Indigenous, “some knew the whole Orange Shirt story, while others were asking questions about the details,” says Khaled Diab, Project Manager for the Métis-N4 Construction-Steel River Solutions joint venture that served as general contractor for Line 3 decommissioning in Manitoba.

The crew received and proudly wore orange Every Child Matters shirts (purchased from an Indigenous owned business in Winnipeg), and extra shirts were also provided for their families. Workers affixed stickers to their hard hats and, later in the day, observed a moment of silence for Indigenous peoples across Canada, including families of the missing children and their communities, the survivors and inter-generational survivors of residential schools.

“It was an emotional day for us and there was some tearing up,” Diab adds, “It was very moving.”



Left: Every Child Matters sticker adorns the hard hat of an Enbridge construction worker.

Right: Neighborhood street in Edmonton shows younger generations are learning the true history of their country and seeking change.

Line 3 and Prairie Region News is one way that Enbridge seeks to keep Indigenous Nations, governments and groups up to date on our projects and operations on the Canadian Prairies, with a focus on the Line 3 Replacement Program (L3RP). We are committed to keeping you informed throughout the lifecycle of our projects and operations and hope you find this publication to be timely and relevant. As always, our Community & Indigenous Engagement team would be pleased to answer your questions. To get in touch, please see the contact information at the end of this newsletter.

## Pipeline decommissioning

# Back in the field in Manitoba



Decommissioning started in late May with rig matting to support cleaning of legacy Line 3.



A Peguis First Nation joint venture managed work near the Cromer Terminal, including washing and disinfecting vehicles to prevent the spread of noxious weeds.



Inspector Sandy Armstrong shows a section of pipe following installation of a steel cap. After the pipe segment is cut, a cap is fabricated onto the ends of the pipe and coated with epoxy. This permanently seals the pipeline at that location and backfill can then be completed.



With the steel cap in place, Adam Cameron of Swan Lake First Nation looks on during backfilling.



With backfill completed and the topsoil replaced, the land is ready to be returned to its pre-construction state.



More than 75% of the workforce was made up of Indigenous men and women. Pictured (from left): Travis Favel (Enbridge); Ellis Cochrane (Peguis First Nation); Dennis Esperance (Enbridge); and Jade Dewar (Manitoba Metis Federation).

### It's been an eventful past six months for Enbridge's Line 3 Replacement Program (L3RP)—on both sides of the border.

This fall marked completion of construction for the final segment of the new pipeline in Minnesota, bringing the entire 1,765-kilometre line from Edmonton to Superior, Wisconsin into full service on Oct. 1.

The new pipeline will be known as Line 93.

With Line 93 already operating since December 2019 in Canada, the focus here has been on returning the construction corridor to its pre-construction state (completed in 2020), then safely removing "legacy" Line 3 from service—a process known as decommissioning.

In mid-October, L3RP marked a milestone of its own by completing decommissioning of the first Canadian segment of Line 3, a stretch of 260 km from Cromer to Gretna in Manitoba.

"Only Indigenous-owned companies in Manitoba were invited to bid on this work and we are very pleased with the outcome," says Kim Brenneis. "Indigenous representation in the workforce averaged more than 75% throughout the project, which was completed ahead of schedule and with zero safety and environmental issues."

This work began in late May near Enbridge's Cromer Terminal south of Virden. A joint venture of Peguis First Nation and Arnett & Burgess Pipeliners managed civil earth works, site preparation and support to enable the cleaning of Line 3 in July, which required installation of rig matting to support a pig trap (a device launched inside a pipeline for cleaning and maintenance).

Thorough cleaning of the pipeline took about a month and in August the general contractor—a joint venture of Métis-N4 Construction and Steel River Solutions—mobilized to oversee the primary tasks of decommissioning including isolation (the pipeline is physically separated from

operating facilities; valves are permanently closed and disabled; above-ground features are removed at stand-alone sites); segmentation (small sections of pipe are removed and plates installed to prevent water flow through the pipe); and rail fill (the line is filled with an engineered material at railway crossings to protect rail infrastructure).

The general contractor was also accountable for subcontracting various services to support the work, which presented an additional opportunity for qualified Indigenous goods and service providers.

"Decommissioning is a logistically challenging job," says Enbridge Construction Manager Allen Sawatzky. "It's different than building a pipeline—you don't just work from kilometre zero to 100 in a straight line. You go back-and-forth, from site-to-site, and this particular job involved 31 different locations for segmentation, valve isolation and railway fill."



# Enbridge report will update inclusion progress

**With energy infrastructure that spans North America, Enbridge regularly engages with more than 300 Indigenous Nations, Governments, Groups, Treaty Organizations and federally recognized Native American Tribes. As such, we are committed to being a leader in Indigenous engagement and economic inclusion—important steps toward reconciliation.**

One way we seek to demonstrate leadership in reconciliation is by committing to continuous improvement and ongoing, transparent communication.

At Enbridge's 2017 Annual General Meeting we committed to providing enhanced transparency around implementation of our Indigenous Peoples' Policy, by expanding reporting on the steps we had taken, and were expecting to take, to integrate Indigenous rights and knowledge into our investment review process. Following through on that commitment, in June 2018 we released a discussion paper, [Indigenous Rights and Relationships in North American Energy Infrastructure](#).

In early 2022, Enbridge will be releasing a new report, *Truth and Reconciliation: An Update on our Journey*, focusing on the work we've done in the past three

years to develop and maintain respectful relationships, maximize economic inclusion, and engage Indigenous Nations, governments and groups over the lifecycle of our assets—not just when we have a major project to build.

The new report augments information provided in our 2019-2021 Sustainability Reports and examines our progress on Indigenous inclusion against the 2018 discussion paper. It recognizes the challenges we face on our own journey of reconciliation, celebrates what we have learned and accomplished with our Indigenous partners, and sets a course for continuous growth.

"It's always good to step back and take stock of where you are and the progress made to ensure you are moving forward at a steady pace," says Sam Munckhof-Swain, Manager, Community & Indigenous Engagement. "Putting this report together gave our team an opportunity to reflect on how Indigenous knowledge and insights continue to fundamentally reshape our approach to engagement, relationship building and inclusion, as well as offering insights on how we can do better in the future—something we are absolutely focused on and committed to."

## Indigenous Rights and Relationships in North American Energy Infrastructure

A Discussion Paper: June 2018



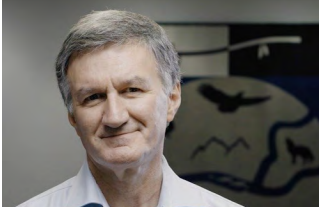
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Version: August 9, 2018

2018 report: update coming soon.



The Segment 4/Manitoba decommissioning crew marks National Day of Truth and Reconciliation. The crew wore orange shirts throughout the day and held a moment of silence in memory of those impacted by residential schools.



Enbridge President and CEO Al Monaco wrote the following article to share his thoughts on reconciliation in between the Kamloops Residential School discovery in late May and National Indigenous Peoples' Day in June.

## It's time to change our lens on Indigenous reconciliation and accelerate the healing process

From the time when you think you understand an issue, something happens that immediately sharpens your focus and serves as a catalyst for more action and change. The recent confirmation of the remains of 215 Indigenous children on the site of a residential school in Kamloops is one of those cases.

Our hearts go out to Indigenous peoples across Canada, and especially the families of the missing children and their communities, the survivors, and inter-generational survivors of residential schools. We can't profess to know the sorrow these people are feeling in the wake of this devastating news, but we can acknowledge it and change our lens.

At a time like this, Indigenous communities need more than kind words from our governments, faith organizations and business leaders. We need to help, not by imposing our ideas on a path forward or an immediate fix to a complex and difficult problem, but in a way that is welcomed by indigenous communities.

For our part at Enbridge, we are reaching out to Indigenous communities we know well to see how best we can support them in this time of need. They may say no thank you, but we will extend our hand.

Healing . . . will only be achieved by persistence and sustained will of all Canadians.

One of the ways we can all help is to become more educated about our own history. At Enbridge, we've made a commitment to ensure all our employees complete Indigenous cultural awareness training, including our management team and Board of Directors. We'll build on that foundation by making that training available to non-Indigenous community leaders along our pipeline corridors.

Thanks to the work of the Truth and Reconciliation Commission of Canada, we've heard the first-hand accounts and courageous stories of residential school survivors. As Canadians, we all need to read this report and consider it as part of our educational syllabus. As it says in the principles of the report, "All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships." At Enbridge we will encourage our people to review the Truth and Reconciliation report and its recommendations.

More than 150,000 children attended residential schools and estimates of those who did not survive the experience is at least 3,200, according to the Truth and Reconciliation Commission. In the case of the Kamloops school, official records that have come to light so far indicate just 51 deaths, less than 25% of the number uncovered by the recent use of ground-penetrating radar.

The sorrow so many are feeling today is leading to widespread calls for greater accountability and accelerated action on residential schools and reconciliation. With the Kamloops discovery, Canada has reached a tipping point. Clearly, we must now hasten the healing process and take collective action.

Thankfully, the calls to action in the Truth and Reconciliation Commission report provide a framework for the path forward. Reconciliation can only be forged through truth about what Indigenous peoples have endured throughout our history and endure today.

Healing is going to take time, perhaps generations, and it will only be achieved with perseverance and sustained will of all Canadians. It will require the support of individuals of influence, public and private institutions, schools and agencies, and businesses both large and small.

Today, on June 21, as Canadians again mark the rich culture of Indigenous peoples on [National Indigenous Peoples Day](#), let us all reflect on how we, as individuals, can make a difference and commit to action—if only to learn more and open our minds, our eyes and our hearts to the truth.

None of us can undo the past but we can and must move forward together in the spirit of truth and reconciliation.



## Diversity & Inclusion

# Enbridge is hiring

Enbridge is seeking Indigenous professionals in various positions. If you'd like to be connected with our Indigenous Recruitment Advisor who can reach out to you with future opportunities across Canada that fit your skill set, please apply today!

Enbridge is committed to growing the representation of Indigenous peoples in its workplace. We seek to build long-term, tangible economic benefits, and career opportunities for members of Indigenous communities and tribal groups. This commitment aligns with the principles in our Indigenous Peoples Policy and ensures the representation of our workforce better matches the makeup of the communities where we work.

### What you will do:

Our culture is a welcoming, respectful team environment where everyone is committed to helping each other feel energized, valued, and appreciated. This is the spirit that moves our company forward, improving and building our inclusive environment.

Our business approach is guided by our values of Safety, Integrity, Respect, and Inclusion. These values help us to establish trust with our people, customers, and the hundreds of communities we serve across North America. We believe strongly in supporting the communities where we live and operate—by giving back and contributing to their strength and vitality.

Enbridge believes in sharing the success of our company with the people who make it happen—our employees. Our competitive and flexible Total Compensation package—which includes compensation, benefits, career development and paid time off—allows each employee to choose the plan that best suits their needs.

We also have an Indigenous Employee Resource Group that strives to build a safe place for Indigenous and non-Indigenous employees to share, learn and grow together. This group provides employees support in their personal and professional journeys through community engagement, celebrating culture awareness and engaging in Indigenous activities.

We are looking for people of all abilities, experience and skill levels who share our passion to be the best in everything we do, from safe and reliable operations, to sophisticated solutions for our customers and our communities.

Our team requires people who possess strong leadership qualities, high initiative, outstanding technical and analytical abilities, and strong planning, organization, communication, and interpersonal skills.

*Preference may be given to a candidate who identifies as Indigenous (First Nations, Metis, Inuit).*

We frequently seek qualified candidates in the following functional areas:

- Engineering: Civil, mechanical, and electrical engineers
- Information Systems: Systems and business analysts and developers
- Pipeline Operations: Electrical and mechanical technicians, plant and system operators, Environment and Safety advisors, pipeline maintenance personnel
- Accounting: Accounting and financial analysts, internal auditors and tax accountants
- Business: Human Resources, Information Technology, Contracting and Procurement, Administrative Professionals

Diversity and inclusion are important to us. Enbridge is an Equal Opportunity and Affirmative Action Employer. We are committed to providing employment

opportunities to all qualified individuals, without regard to age, race, color, national or ethnic origin, religion, sex, sexual orientation, gender identity or expression, marital status, family status, veteran status, Indigenous/Native American status, or disability. Applicants with disabilities can request accessible formats, communication supports, or other accessibility assistance by contacting [careers@enbridge.com](mailto:careers@enbridge.com).

### Information for applicants:

- Applications can be submitted via our online recruiting system only.
- We appreciate your interest in working with us; however, only those applicants selected for interviews will be contacted.
- Final candidates for this position may be required to undergo a security screening, including a criminal records check.

To learn more or to apply please visit [enbridge.com/work-with-enbridge/careers](https://enbridge.com/work-with-enbridge/careers)

## We want to hear from you

For more information on Enbridge's Prairie Region projects or operations, you can reach us as follows:

**Website:** [enbridge.com](https://enbridge.com)

**E-mail:** [projects@enbridge.com](mailto:projects@enbridge.com)

**Toll-free:** 1-888-967-3899

Or you may contact your local Enbridge representative:

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