

STS' AILES

CULTURAL HERITAGE RESOURCES POLICY

May 2010



OVERVIEW

As Sts'ailes people, we have inherited the rights and responsibilities to look after heritage resources in our traditional territory. These rights and responsibilities have existed for thousands of years and have never been alienated from us. We consider all heritage resources within our territory to be sacred (xáxe) and endeavor to protect them accordingly.

This document outlines some of the mechanisms that we have put in place to ensure that we can continue our tradition of stewardship. Sts'ailes' Cultural Heritage Policy manual includes our philosophy of cultural heritage preservation, outlines the nature of our cultural heritage resources, and provides a process for the identification, protection, and interpretation of these resources. Also included in this document are guidelines for professional archaeologists conducting Archaeological Impact Assessments and guidelines for academics wishing to conduct research with Sts'ailes people or in Sts'ailes territory.

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1.0 HERITAGE PHILOSOPHY

For years, we Sts'ailes have been concerned about the preservation and protection of our culture and cultural heritage resources. Cultural heritage resources are an extension of our community life and cultural survival. Our cultural heritage is a sacred link to our ancestors and the essence of our identity as Sts'ailes people. To ensure the continuance of Sts'ailes heritage and identity, we maintain a position of sovereign rights and inherent interest over the lands and resources within our traditional territory.

We have inherited this territory that we claim today from our ancestors who inherited it from their ancestors. We trace our history, traditions, and names back to the first ancestors who settled in the Harrison Watershed thousands of years ago. It is through these family linkages that we have inherited the rights and responsibilities to look after every aspect of our traditional territory—including the heritage resources.

To ensure the survival of our traditions and cultural heritage, Sts'ailes elders have participated with anthropologists, archaeologists, historians, linguists, biologists, botanists, and other researchers for over one hundred years. Today, we continue to protect our cultural heritage through careful stewardship. Because many of the most important heritage resources in our territory are not tangible objects or features, they are not protected by the Heritage Conservation Act enforced by the Archaeology Branch of B.C. Sacred places are found across our territory and are imbued with meaning, history, and power. To steward these important places and resources, we are compelled to implement this Heritage Policy that promotes our values and interests.

We acknowledge the reality of non-native interests within Sts'ailes traditional territory and the need for a policy and position statement on Sts'ailes cultural heritage sites and resources. In recent years we have succeeded in working cooperatively with municipalities, ministries, and companies to manage projects in a way that is beneficial to industry, residents of British Columbia, and respectful of our heritage resources. We have been encouraged by the respect and willingness to work around our concerns that has been shown by ministries and companies.

2.0 TERRITORIAL AREA COVERED BY POLICY

For purposes of this policy, The traditional territory of Sts' ailes includes the watershed areas of Harrison Lake, the Harrison River, Chehalis Lake, and Chehalis River, extending west to include the north eastern portion of Stave Lake (formerly upper Stave River), the lower reaches of the Lower Lillooet River, and a small stretch of the Fraser River, extending from Hooknose (just below the present-day Agassiz/Rosedale bridge) to Queens Island, approximately two kilometres downriver from the confluence of the Harrison and Fraser Rivers (Figure 1). This territorial area is defined without prejudice to other aboriginal rights and land claims of the Sts' ailes and its membership occurring outside of this area (see Figure 1).

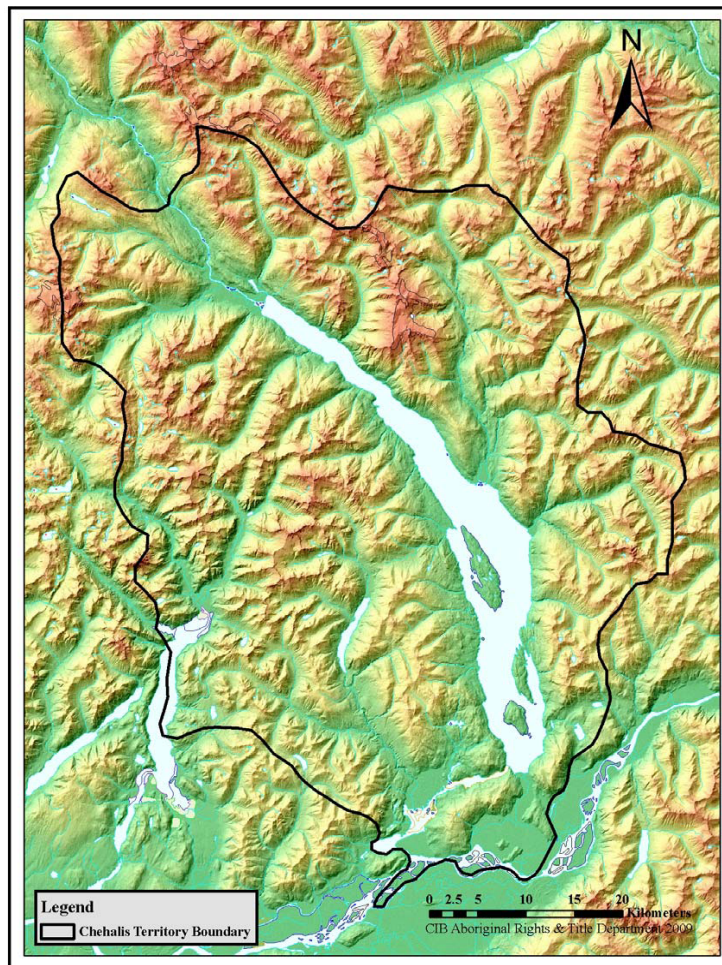


Figure 1. Sts' ailes traditional territory

3.0 PROJECTS COVERED BY THIS POLICY

This policy shall govern and apply generally to all projects or works that may impact the cultural heritage of the Sts'ailes.

All land developments and resource management projects (including those proposed for rivers and waterways) shall come within the purview of this policy.

This policy shall also apply to any and all research that may be proposed by anthropologists, archaeologists, ethnographers, linguists, historians or any other disciplinary research where Sts'ailes cultural traditions and heritage resources are the subject of study.

All consulting archaeologists (on behalf of proponents) or independent researchers must first obtain the approval of the Sts'ailes for Heritage Investigation Permits or Academic Research Permits (to be granted by the Heritage Resources Advisor or Heritage Research Archaeologist). Projects will be approved and permitted provided the researcher demonstrates the ability to complete the project and show appropriate respect for Sts'ailes people and heritage. Sts'ailes encourages research projects provided they are beneficial to Sts'ailes people as a whole or to individual members of the Band.

4.0 POLICY DECLARATIONS

- (1) Sts'ailes asserts proprietary rights and governing jurisdiction over its traditional territory, both on and off currently registered Indian Act Reserve lands.
- (2) Sts'ailes asserts proprietorship and stewardship over all its heritage resources. All cultural materials found in Sts'ailes traditional territory are the property of the Sts'ailes.
- (3) Where cultural materials and resources have been removed from Sts'ailes territory, without the explicit consent of the Sts'ailes, steps will be taken to repatriate these materials.

- (4) Sts'ailes consent will be required where any heritage sites and/or heritage resources might be impacted by a proposed development/land alteration.
- (5) Sts'ailes must have a meaningful say in all matters relating to the preservation and protection of Sts'ailes culture, cultural heritage resources, and spiritual traditions. This includes full and meaningful consultation with all levels of government, researchers, developers, and other agencies and/or special interest groups who may wish to carry out activities within Sts'ailes traditional territory.
- (6) Insofar as this policy may conflict with provincial or federal laws or policies or with the jurisdictional claims of other First Nations, the Sts'ailes asserts the precedence of its policy and shall take all possible steps to require other governments to acknowledge and comply with Sts'ailes' Heritage Policy.
- (7) The Sts'ailes will take all necessary steps to work with the Province of British Columbia in order to enforce the Sts'ailes Heritage Resources Policy as well as the Heritage Conservation Act in areas outside of registered Reserve lands set aside for the Band.
- (8) The Sts'ailes will take all necessary steps to work with neighbouring First Nations to establish protocol agreements where common jurisdictional claims exist.
- (9) The Sts'ailes declares that this Heritage Policy is to be based upon the following fundamental principles:
 - That Sts'ailes (and by extension their employees) are stewards of cultural heritage resources within their traditional territory;
 - That Sts'ailes have an inherent right and obligation to maintain and preserve a distinct cultural identity and way of life for both present and future generations

5.0 HERITAGE POLICY OBJECTIVES

The mandate of the Sts'ailes' Cultural Heritage Resources Policy is:

- to ensure the protection of Sts'ailes cultural heritage sites, areas, resources, and objects through respectful treatment based on traditional teachings;
- to gain further knowledge and understanding of Sts'ailes heritage;
- to increase public awareness, understanding and appreciation of Sts'ailes heritage and cultural heritage resources;
- to ensure that Sts'ailes people benefit socially, culturally or economically from projects taking place within Sts'ailes territory.
- to continue the teachings of Sts'ailes ancestors and elders in our contemporary world to generate a legacy for future generations.
- to protect and advance Sts'ailes cultural traditions

6.0. CULTURAL HERITAGE RESOURCES

Any attempt at the categorization of Sts'ailes cultural heritage sites and resources is going to be artificial because of its incompleteness and the overlaps between all of the categories. Nevertheless, an attempt has been made to present an itemized list of some Sts'ailes heritage sites and resources. The purpose is to familiarize researchers with the nature and breadth of cultural heritage resources and to contextualize them within Sts'ailes socio-cultural practices.

6.1 Traditional activities and their archaeological correlates

Table 1.0. List of Sts'ailes traditional activities, their archaeological correlate and the general landscape in which these activities/sites are practiced/found.

Traditional Activity	Archaeological Correlate	Location
Habitation	Villages, Pithouse(s)/plank house(s) or both	Near to salmon bearing rivers on flat land, located all around Sts'ailes territory
Camps	FCR, lithic scatter, projectile points, scraping tools	Strategic points on trails and waterways
Mortuary practices	Interment <ul style="list-style-type: none"> • modern cemetery (ca. 1880's - present) • smallpox mass burials (ca 1782-1880's) • burial mounds (ca. 1,500-800 B.P.) • Tree burials (ca. 800-200 B.P.) 	Near to villages—throughout territory
Spiritual Activities	Spirit poles, regalia, pictographs, prayer flags, blankets, tobacco, beads, stone bowls,	Caves, streams/creeks/rivers, mountain areas, rock faces, lake and river foreshore

Fishing	ochre Stone, bone and wood points, hooks, spears, net weights, wooden stakes, netting, pebble weirs, canoes,	fish bearing rivers, streams and lakes
<ul style="list-style-type: none"> • set net • dip-net • beach-net • harpooning • drifting • torch-light fishing • fish weirs 		
Fish processing	Ground slate knives	Areas near to procurement, villages, throughout territory and beyond
Hunting and processing	Projectile points, lithic scatters, scrapers, knives, sling-stones	Throughout territory and beyond. Processing often occurs at camps and villages
Plant procurement	CMT's:	Throughout territory and beyond
<ul style="list-style-type: none"> • cedar products • ritual use plants • medicinal plants • edible plants • berry picking 	<ul style="list-style-type: none"> • aboriginally logged • planked • bark-stripped • test holes • arborglyph hand mauls, wedges, knives, baskets, canoes, ceremonial offerings	
Food preparation	Stone, bone and wood implements, mortars and pestals, knives, hammerstones, fire pits, earth ovens	Camps, villages
Intercommunity trading	Trade goods, exotic materials	On periphery of territory, at villages
Lithic quarrying	Location of good lithic material, testing cores, primary flakes	Throughout territory
Tool manufacturing	Lithic scatters	Throughout territory
Conflict/warfare	Projectiles, spear points sling-stones, clubs	Throughout territory, neighbouring territories
Lookouts	FCR, lithic scatters	Strategic locations between

		villages on islands, promontories or beaches that provide good vantage points
Travel	Trails, canoes, pictographs	Throughout territory and beyond
Food storage	Cultural depressions	Near villages, camps
Wealth storage	cachepits	In houses, behind villages

Note: Sts'ailes considers all culturally modified trees (CMT's) located within its traditional territory as significant, regardless of age. The general policy of the Sts'ailes is that every CMT will be preserved, unless adverse impacts are unavoidable.

6.2 Areas of historical and cultural significance:

- **Place name locations:** associated with important places, events or people
- **Transformer sites:** geographical features and areas associated with the Xexá:ls. These places are often associated with pictographs.
- **Spirited spots:** localities associated with spirits (ancestral and otherwise).
- **Legendary beings:** geographical areas and places associated with the Sasquatch, water beings, Thunderbird, and other supernatural creatures.
- **Legendary and historical sites:** localities integral to events and personages in Sts'ailes legend and history: ancestral village sites, flood story, etc.

6.3 Sacred places and spiritual activities

Many of the sacred and spiritual activities listed below are of such a sensitive nature that provenance and descriptive information about them is not to be made public. All of these activities are on-going in the community today and the locations and cultural remains associated with them are extremely important to the Sts'ailes community as a whole. The protection

of objects left on the landscape by Sts'ailes community members are critical to their spiritual, physical and emotional well-being (see Table 1).

- bathing pools,
- ceremonial regalia repository areas,
- fasting places,
- prayer places,
- vision quest localities,
- burning sites,
- sweathouse locations,
- youth spiritual training areas,
- longhouse sites, etc.

Note: any strange objects or odd features observed in the forest should be reported to a representative in Sts'ailes' Aboriginal Rights & Title Department before touching or disturbing them.

6.4 Cultural materials & documentary evidence:

Examples would include materials residing in libraries, museum collections and other repositories including:

- archaeological collections and provenance documentation;
- ethnographic collections and documentation;
- linguistic collections and documentation;
- archival documents and photographic collections;
- genealogical records;
- archival maps and other graphic materials;
- soil samples, radiocarbon samples, faunal remains, and other archaeological materials;
- oral history tapes (audio & video), notes and related materials;
- AIA documents.

7.0 HERITAGE RESOURCE PERMITS

Sts'ailes recognizes three basic categories of activities for which a Heritage Investigation Permit is necessary:

- academic research
- heritage investigations
- site alteration

The requirements for these permits will vary slightly (as discussed below); however, a Sts'ailes advisor for cultural heritage resources will take into account the following:

- the nature and justification of proposed activities;
- the training, experience and logistical ability of an applicant to successfully complete the proposed activities, and
- A demonstrated willingness to comply with Sts'ailes Cultural Heritage Resources Policy.

8.0 ACADEMIC RESEARCH PERMITS

Sts'ailes encourages academic research that provides additional insight into heritage issues. In addition to encouraging research projects, we welcome the opportunity to collaborate on various initiatives. Sts'ailes does not have an application fee or administration/project management charges for academic projects.

To ensure that research conducted by academics is done in a professional, ethical, respectful, and beneficial manner, the Sts'ailes issue '*Academic Research Permits*'. All researchers are required to obtain these permits prior to the commencement of their research. The purpose of this permitting process is to enable Sts'ailes to document and monitor all research that occurs within the boundaries of Sts'ailes Traditional Territory.

This policy outlines the process for permitting projects related to Sts'ailes culture, heritage, spirituality, or traditional/ contemporary uses of natural resources; especially any research involving interviews of Band members on these matters.

Prior to any academic research program a Sts'ailes representative will ensure that the applicant(s) has the relevant education and experience to conduct and complete the proposed research. In general, Sts'ailes expects that an applicant will:

- Hold a Bachelor's degree in a respective discipline, or be an advanced student working under the direction of a supervisor (who in turn needs to satisfy our criteria).
- Be affiliated with a respected institution or organization
- Have the general competency to carry out the work applied for in the permit and to prepare a final report, article, thesis etc.;
- Have a relevant, well thought out research proposal;
- Ensure compliance with all provincial and federal laws and policies with respect to the research being conducted;
- Ensure compliance with all requirements and conditions of previous permits held;
- Have access to facilities and services of related specialists required to carry out field work, analysis and report preparation;
- Have the ability to arrange the proper curation of recovered cultural materials at a repository that is acceptable to the Sts'ailes;
- Include a training component and/or employment opportunities for Sts'ailes Band members where appropriate.

8.1 Process for conducting academic & professional research in Sts'ailes territory

Sts'ailes has a policy for conducting Academic and Professional research in its traditional territory. In summary, the process is as follows:

1. All Researchers are required to submit a proposal outlining the nature, terms of reference, and location of their research within Sts'ailes Traditional Territory (Figure 1).
2. An appropriate Band representative (Fisheries, Heritage, Forestry, etc.) will review the proposal, and may suggest recommendations, before issuing or denying a *Research Permit*.
3. The Researcher will work with a 'designated' Band representative/ Project Manager (e.g., Fisheries, Heritage, Forestry, etc.) for the duration of the project. Consultation between the Researcher(s) and Sts'ailes' designated representative is expected to occur throughout the duration of the project.
4. All Research Permits are monitored, maintained, and coordinated by Sts'ailes' Heritage Resources Advisor or a direct designate.
5. Research Permits are valid for 1 year from the date of issuance. If research is expected to take longer than 1 year, the Researcher is required to apply for a new Research Permit, or to apply for an extension to the existing permit, prior to the termination date noted on the form.
6. When research is complete, the Researcher(s) will provide a brief 'interim' report to Sts'ailes' designated representative, followed by a final report on investigations (both hardcopy & digital copy). If the project involves 'mapping', copies of completed maps are also required.
7. Interim and final reports will be reviewed by the Sts'ailes' designated representative, who will approve the report or suggest that edits be made. Further consultation may occur at this time to discuss possible mitigation, accommodation, and/or compensation alternatives.

8.2 Sts'ailes expectations of academic researchers

- 1) Sts'ailes requires that 'meaningful consultation' occurs as a component of all research studies.
- 2) Sts'ailes requires that researchers employ Sts'ailes technical staff wherever possible as part of conducting research.
- 3) Sts'ailes requires copies of all relevant Technical Reports associated with research projects.
- 4) Sts'ailes requires copies of all interviews (e.g., transcripts & digitally recorded interviews) associated with the research project.
- 5) Sts'ailes expects to be kept up to date on projected publications, thesis defenses and presentations.

9.0 STS'AILES HERITAGE INVESTIGATION PERMITS

Sts'ailes Heritage Investigation permits are necessary for proponents (or contracted investigators) who plan any type of project within Sts'ailes traditional territory that could impact or alter the land. Typically, Sts'ailes considers Archaeological Impact Assessments as the only appropriate form of heritage investigation prior to development or impact by proponents. If special arrangements are made, the Sts'ailes will consider having qualified members of the AR&T department conduct a Preliminary Field Reconnaissance. Sts'ailes does not accept Archaeological Overview Assessments or any other form of predictive modeling because they do not adequately address archaeological potential within the Harrison Watershed and generally neglect non-archaeological cultural sites.

9.1 Proponents

A proponent is defined as any person, firm, or corporation seeking or proposing to develop lands within Sts'ailes traditional territory. "To develop lands", means any use of lands that involves an alteration, change, or an expansion of an existing use.

Proponents are encouraged to consider cultural heritage resources concerns in their project planning and design from the outset. As participants in the assessment process, proponents and the consultants who represent them, are responsible for:

- complying with the terms of heritage investigation permits issued by the Sts'ailes;
- providing assessment and impact management recommendations for timely review by Sts'ailes representatives; and
- providing a final report to the Sts'ailes for review prior to submitting it to the British Columbia Archaeology Branch.

9.2. Consultants/Investigators

A consultant is the principal investigator(s) carrying out the work being authorized. Because consultants make resource management decisions that may result in the destruction of cultural heritage resources, the Sts'ailes require a certain level of education and experience. The consultant should have:

- A Master's degree in archaeology, anthropology or other scientific discipline relevant to investigations outlined in permit application, or a Bachelor's degree with an equivalent combination of training and experience;
- Experience and competency to carry out the work applied for in the permit;
- compliance with all provincial and federal laws and policies with respect to the research being conducted;
- compliance with all requirements and conditions of previous permits held through the Archaeology Branch of British Columbia and the Sts'ailes;
- access to facilities and services of related specialists required to carry out field work, analysis and report preparation;

- ability to arrange the proper curation of recovered cultural materials at a repository that is acceptable to the Sts'ailes;

9.3 Archaeological Impact Assessments

Archaeological Impact Assessments are the primary means by which Sts'ailes ensures that heritage resources will not be destroyed as a result of resource extraction or other impacts to the land. Sts'ailes coordinates Archaeological Impact Assessments with the Archaeology Branch of B.C. and expects that consultants/investigators will be in the process of applying for a Provincial Heritage Investigation Permit prior to the issuance of a Sts'ailes permit. Detailed information regarding Archaeological Impact Assessments can be found on the Ministry of Tourism, Culture and the Arts website:

http://www.tca.gov.bc.ca/archaeology/docs/impact_assessment_guidelines/preface.htm

Archaeologists who conduct AIA's within Sts'ailes territory are expected to use a broader definition of 'heritage resource' than the Heritage Conservation Act (HCA) legislates. Sts'ailes recognizes and strives to protect many important cultural places and objects that are not protected under the HCA. These cultural resources are discussed in Section 6.

The Sts'ailes prefers AIA's because they require trained archaeologists to conduct detailed surveys of areas that will be impacted. The field component of an AIA is expected to identify and evaluate archaeological (and cultural) resources within the project area through:

- a. Discussion with appropriate Sts'ailes representatives regarding cultural sites/objects
- b. Site Surveying
- c. Survey Sampling (i.e., systematic survey sampling or judgemental survey sampling)
- d. Site Recording
- e. Site Evaluation (testing to evaluate the depth and extent of cultural materials)

Based on field observations and discussion with Sts'ailes representatives, archaeologists identify and assess all impacts on archaeological and cultural

resources which might result from specific projects. The investigator then recommends alternatives for managing unavoidable adverse impacts to an archaeological/cultural site (See Section 9.4). These impact management recommendations may include:

- a) Mitigation
 - Project design changes
 - Site protection
 - Systematic Data Recovery
- b) Compensation
- c) Surveillance
- d) Monitoring
- e) Emergency Impact Management

9.4 Sts'ailes site alteration permit

A Site Alteration Permit is required where Sts'ailes heritage resources will unavoidably suffer adverse impacts as a result of land alteration projects. The primary aim of the Sts'ailes (and any consultant to work under a Sts'ailes Site Alteration Permit) is to ensure that the negative impacts of project construction, operation and maintenance on Sts'ailes heritage resources will be mitigated as much as possible.

Various options are available for the mitigation of adverse impacts including changes in project design, the implementation of site protection measures, and systematic data recovery. The nature and range of options will depend upon:

- the significance of the resource;
- the nature and extent of the impact;
- the relative effectiveness of mitigation recommendations;
- research and resource management priorities and needs; and
- project conditions and constraints.

Holders of Site Alteration Permits will be expected to work closely with the Sts'ailes to develop mitigation decisions that are mutually acceptable to the Sts'ailes and the proponent. Because impacts to archaeological sites are irreversible, additional qualifications of individual consultants carrying out the work being authorized may be expected. In addition to the general criteria outlined in section 8.2, the following may be expected from the Site Alteration Permit applicant:

- previous experience in impact mitigation management;
- previous experience as a director or supervisor of impact mitigation projects, including experience with implementation of mitigation measures and/or systematic data recovery; and
- previous experience as senior author of an impact mitigation report.

9.5 Guidelines for conducting AIA's in Sts'ailes territory

Sts'ailes has a process for doing AIA's in its traditional territory. In summary, the process works like this:

- 1) Proponent (logging company/contractor) contacts Sts'ailes about its intent to develop/impact a particular area in Sts'ailes traditional territory.
- 2) Sts'ailes recommends names of 'preferred' Archaeological Consultants to do this work.
- 3) Proponent contacts Archaeological Consultants.
- 4) The Archaeological Consultant submits an application to do an 'Archaeological Impact Assessment' with the Archaeology Branch, Victoria. (Sometimes this process can take up to a month, because of various First Nations to be contacted.)
- 5) Sts'ailes receives a copy of the permit application from the Archaeology Branch/Consultant.

- 6) Sts'ailes reviews the application and issues a '*Sts'ailes Heritage Investigation Permit*', according to guidelines laid out in the '*Sts'ailes Cultural Heritage Resources Policy*' (May 2010). Generally, this process takes less than a week.
- 7) Sts'ailes requires Archaeological Consultants to employ Sts'ailes technical staff as part of research conducting archaeological investigations.
- 8) If significant cultural heritage resources are identified in the course of conducting an AIA, the Consulting Archaeologist will contact Sts'ailes Heritage Research Archaeologist to discuss possible mitigation alternatives, if not outlined in the permit application. Occasionally, professional staff and technicians are required to visit these areas, for example, if spiritual regalia are identified. Consultation between Sts'ailes representatives, the proponent, and Consulting Archaeologist may be required at this time.
- 9) When the project is complete, Sts'ailes would like the Consultant to provide a verbal or informal report to the Sts'ailes Heritage Research Archaeologist. Interim and final reports on findings are subsequently reviewed by the Heritage Research Archaeologist prior to their submission to the Archaeology Branch and proponents.
- 10) Subsequent to the completion of the AIA, consultation with Sts'ailes, and compliance with impact assessment/mitigation recommendations, the proponent is eligible to develop/impact the area.
- 11) Sts'ailes requires a copy of archaeological site forms for any/all archaeological sites recorded by Archaeological Consultants in the course of their investigations conducted in Sts'ailes traditional territory.
- 12) Consultants shall prepare and submit a written report for the Sts'ailes along with a computer disc copy of the report.

9.6. Preliminary Field Reconnaissance

There may be specific instances where AIA's are not warranted because the proposed project is unlikely to negatively impact archaeological resources. This may occur when projects are proposed for areas that have been previously impacted or are in locations that are unlikely to have archaeological materials (such as steep, rocky terrain). The potential of locations to have archaeological sites will be decided at the discretion of the Heritage Resources Advisor and the Heritage Research Archaeologist, not predictive modeling. In these instances, the proponent may negotiate directly with the Sts'ailes' Heritage Research Archaeologist to discuss the possibility of conducting a Preliminary Field Reconnaissance (PFR). This non-government permitted option will be more time and cost effective, but will still allow Sts'ailes researchers to ensure that no cultural sites/objects are disturbed. If a PFR should be acceptable to the Sts'ailes, the Heritage Research Archaeologist (or a direct designate) along with a field technician will survey the study area. The Heritage Research Archaeologist and Field Technician will:

- a. identify cultural sites or objects, archaeological sites or potential sites,
- b. identify areas where sites are apparently absent, implying low or no potential;
- c. establish the most appropriate survey methods or techniques to be used in an intensive field survey should such a survey be necessary.

Upon completing a PFR, Sts'ailes' Heritage Research Archaeologist may recommend:

- a. that the project may proceed because no archaeological or cultural sites were identified.
- b. that the proponent modify or change the project because of cultural sites/objects

- c. that an AIA be conducted if archaeological sites are identified or suspected
- d. that impact management be discussed prior to conducting an AIA.

Appendix A. Sts'ailes field technicians

Sts'ailes employs several dedicated and qualified archaeological and environmental technicians on a contract basis. Sts'ailes expects that these field technicians will be utilized for all Heritage Investigations and Site Alterations within Sts'ailes traditional territory. These field technicians are an extension of the Aboriginal Rights and Title Department and their opinions on cultural heritage matters should be considered in identifying sites and site significance.

Sts'ailes wants to know how the field technicians perform in the field, how their attitude is, and how they are contributing. The Cultural Heritage Resource Advisor would appreciate comments from consultants that will help to further develop the abilities of the technicians and ensure that they are fulfilling their role as a field technician. Should a Sts'ailes technician be considered unsuitable for a position, the consultant is expected to contact the Cultural Heritage Resource Advisor to find a replacement.

In terms of process, Sts'ailes will pay all Sts'ailes technical field staff from our office as they complete the fieldwork. Upon completion of the project, Sts'ailes will invoice the consulting archaeologist or the proponent directly for costs associated with the project.

Field technician pay rate as of March 1st 2010:

Field Technician	\$350/day
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Appendix B. Sts'ailes project management

Upon receipt of an application for a Sts'ailes permit, the following procedures will normally be undertaken:

- the Heritage Research Archaeologist (HRA) will review the application for completeness and for the inclusion of requested information; if found incomplete, the application will be returned for additional information from the applicant;
- the HRA may request comments from Chief and Council and/or the Sts'ailes community membership (depending on the nature and sensitivity of the project); normally this will be done within 15-30 days;
- the HRA will provide the applicant with written comments identifying community concerns over the study, as raised by community Elders, Chief and Council; and
- the HRA and Heritage Resources Advisor will make a decision as to permit issuance.

Project management fees

Sts'ailes does not have a 'standard fee' for Heritage Permits. Project management costs cover the time spent by the Heritage Research Archaeologist (or Heritage Resources Advisor depending on the complexity and sensitivity of the project) for the following:

- Orientation of consultants and proponents,
- Implementation and administration of the CIB Heritage Resources Policy,
- Reviewing & processing of permit applications,
- Review of AIA permit reports,
- In-house meetings related to the project,
- Meetings and communications with Archaeological Consultants,
- Meetings & communications with Proponents,

- Meetings & communications with Archaeology Branch representatives,
- Consultation related to identification of significant cultural features, objects, etc.
- File and data management.

Rate as of March 1st 2010:

Heritage Resources Advisor	\$650/day
Heritage Research Archaeologist	\$500/day

The number of days charged for project management is dependent on the size and scope of the proposed project (See Table 2 for an example of how projects management fees will be scaled:

Table 2. Project Management rates

Project Management Requirements	Example	# of days
Small project requiring: <ul style="list-style-type: none"> • Review of application • Minimal correspondence • Minimal impact to archaeological deposits • Review of interim and final reports 	1-2 forestry cutblocks, private property development, etc.,	1 day
Medium project requiring: <ul style="list-style-type: none"> • Review of application • Correspondence • Several archaeological sites recorded but minimal impact to archaeological deposits • Review of interim and final reports 	3-10 forestry cutblocks, mid-size run of river project	2 days
Large project requiring: <ul style="list-style-type: none"> • Detailed community review of application • Correspondence • Mitigation of archaeological sites • Review of interim and final reports 	11 + cutblocks, commercial development (i.e., resort), large run of river project	3-4 days

Note: Projects are subject to charges determined by the Heritage Resources Advisor on a case to case basis, the above are only examples.