

# Referendum Q&A

## Lease & Business Details

### Why a 75-year lease?

- It allows AEC to make significant, long-term investments in the site and infrastructure.

### What happens if it's not approved?

- AEC will continue working with Seabird as long as possible, but investing long-term in the site and other infrastructure might be more challenging.

### What if AEC underperforms or breaks rules?

- The lease makes provision that Seabird Island can remove them for non-payment, damage, or violations.

**VOTE**

**June 2<sup>nd</sup> | Mill Hall**

# Referendum Q&A

## Lease & Business Details

### **Will permanent buildings be added?**

- Yes. There are two phases: operations first, then permanent structures with cranes.

### **Can AEC sell or transfer the lease?**

- No. The lease cannot be sold or reassigned.

### **Does Seabird keep control of the land?**

- Yes. The lease is reviewed every five years, and the land returns to Seabird Island at the end of the lease.

### **Will a business plan be shared?**

- AEC is open to sharing a long-term plan.

**VOTE**

**June 2<sup>nd</sup> | Mill Hall**

# Referendum Q&A

## Lease & Business Details

**How much revenue does Seabird Island get from this lease?**

- About \$900,000/year net. Property taxes are about \$60,000/year.

**Who decides how lease income is used?**

- Seabird leadership. Funds go into a separate account for future use.

**Are profits guaranteed for Seabird Island?**

- Lease includes regular rent increases, and 5-year reviews tied to inflation (CPI).

**VOTE**

**June 2<sup>nd</sup> | Mill Hall**



# Referendum Q&A

## Environmental & Safety

### **Will there be environmental impacts?**

- AEC follows strict audits and uses a water recycling system. No wastewater leaves the site.

### **Is concrete radioactive?**

- No. Concrete is made from natural materials and is safe.

### **How much water is used?**

- About 30–70 cubic meters/day, including recycling.

### **Are the lights or trucks disruptive?**

- Around 20–30 trucks daily. The lights are LED and adjustable if they're bothering anyone.

**VOTE**

**June 2<sup>nd</sup> | Mill Hall**

# Referendum Q&A

## Employment & Training

### **Do you respond to all job applicants?**

- Not always, but staff try to respond personally, especially to Seabird applicants.

### **Are First Nations staff let go after probation?**

- A 6-month probation applies to all staff. Some pass, some don't. Layoffs are rare and based on seniority, not background.

### **Is training provided?**

- Yes. Entry-level to certified trades. AEC and their union (CLAC) fund free training programs for all staff.

**VOTE**

**June 2<sup>nd</sup> | Mill Hall**

# Referendum Q&A

## Employment & Training

### **Do Band Members get preference in hiring?**

- Yes. AEC aims to hire locally, it's better for the community and business.

### **What are the job requirements?**

- Positive attitude, basic tool use, ability to lift 50 lbs. More skills are needed for higher-level roles.

### **Are Band Members hired throughout the lease?**

- Yes. AEC is committed to hiring local people long-term.

### **Does AEC support further education?**

- Yes. AEC has paid for training at BCIT and other programs.

**VOTE**

**June 2<sup>nd</sup> | Mill Hall**



# Referendum Q&A

## Employment & Training

### How much does AEC pay its employees?

- \$21.53–\$39.14/hr (May 2025). Also: RRSP matching, bonuses, and benefits.

### How many current job openings?

- Around five now, with more expected in summer.

### Why a 6-month probation?

- To fully train staff and ensure a good fit for both the employee and employer. It's also part of the union agreement.

### How many Indigenous people has AEC hired?

- 14 Indigenous staff since 2024, 9 from Seabird.

**VOTE**

**June 2<sup>nd</sup> | Mill Hall**

# Referendum Q&A

## Employment & Training

### How much does AEC pay its employees?

- \$21.53–\$39.14/hr (May 2025). Also: RRSP matching, bonuses, and benefits.

### How many current job openings?

- Around five now, with more expected in summer.

### Why a 6-month probation?

- To fully train staff and ensure a good fit for both the employee and employer. It's also part of the union agreement.

### How many Indigenous people has AEC hired?

- 14 Indigenous staff since 2024, 9 from Seabird.

**VOTE**

**June 2<sup>nd</sup> | Mill Hall**



# Referendum Q&A

## Concerns from Band Members

### **What if Members feel disrespected or unfairly fired?**

- AEC cannot comment on individual cases but say they aim to treat all staff fairly and work with them.

### **Why are there no dividends to Band Members from lease revenue?**

- Distribution decisions are made by Chief & Council.

### **Who are AEC's competitors?**

- Other precast firms in the Lower Mainland.

**VOTE**

**June 2<sup>nd</sup> | Mill Hall**

# Referendum Q&A

## Community Benefits

### **What do Seabird Members gain from leasing to AEC?**

- Local jobs, \$20K in annual bursaries, training programs, and nearly \$1M in lease income per year plus annual property taxes.

### **Can Seabird get discounted concrete?**

- AEC doesn't make liquid concrete, but discounts are possible for precast items.

### **Why did AEC choose Seabird Island?**

- Great community, available industrial land, and strong infrastructure. This is our home now, and we could not ask for anything better. We love it here.

**VOTE**

**June 2<sup>nd</sup> | Mill Hall**