

5.0 Regulatory Considerations

5.1 INTRODUCTION

When considering development of natural areas for any purposes, there are a number of regulatory issues that arise. There are several pieces of federal and provincial legislation that can be triggered when municipal development projects or activities are undertaken that have the potential to adversely affect the environment¹. In particular, the legislation creates the requirement to obtain permits, approvals, licences, and/or authorizations prior to certain development activities taking place. Failure to do so can result in enforcement action being taken against the municipality by regulatory authorities.

There can, at times, be substantial jurisdictional overlap between federal and provincial regulatory agencies over environmental protection and enforcement matters. More than one agency can require the same or similar type of regulatory action for the same type of environmental issue. This can create difficulties for proponents in understanding the legal requirements and ensuring they are in compliance with the different levels of government.

This chapter provides a brief summary of the PRIMARY environmental legislation that can apply to a municipal development and MAY apply to a development in the Town of Lacombe. It is NOT an exhaustive list. Specific regulatory requirements for developments within the Town of Lacombe can only be determined on a case-by-case basis, having regard to the nature of the project, its location and specific environmental impacts.

The following federal and provincial legislation is reviewed in this chapter:

Federal

- Fisheries Act;
- Navigable Waters Protection Act;
- Migratory Birds Convention Act; and
- Species at Risk Act

¹ "Environment" is often very broadly defined in legislation. For example, under the Alberta *Environmental Protection and Enhancement Act*, environment includes air, land, water, all layers of the atmosphere, all organic and inorganic matter and living organisms, and the interacting natural systems that include all these components.

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Provincial

- Environmental Protection and Enhancement Act;
- Water Act;
- Public Lands Act; and
- Historical Resources Act.

Following the legislative review is a discussion of the steps involved in the regulatory approvals process, using as an example the Alberta *Environmental Protection and Enhancement Act*.

5.2 FEDERAL LEGISLATION

5.2.1 Fisheries Act

The *Fisheries Act*, R.S.C. 1985, c. F-14 applies to all Canadian fisheries waters. Its primary purpose is the protection of fish and fish habitat. "Fish" is very broadly defined in the *Act* and includes all shellfish, crustaceans, marine animals, and fish eggs and pre-adult stages of these animals (s. 2). "Fish habitat" is defined as those parts of the environment on which fish depend, directly or indirectly, in order to carry out their life processes. This can include water (quantity and quality), aquatic life in rivers, lakes, streams and oceans, and the environment surrounding these water bodies that support the basic life requirements of food, reproduction, cover and the corridors that connect them.

The *Act* prohibits any person from depositing or permitting the deposit of a deleterious substance in water frequented by fish *or in any place where the deleterious substance could enter such water* (s. 36). This means that the *Act* applies not only to fish-bearing water bodies, but also to any place in the environment that could eventually lead to a fish-bearing water body or damage fish-habitat. The *Act* could apply where, for example, a deleterious substance was released into a drainage ditch, that fed into a creek, that fed into a river that emptied into a fish-bearing lake, even if the ditch, creek and river were not themselves fish-bearing.

The term "deleterious substance" generally means any substance added to water that would degrade or alter the water quality in any way so that it would be harmful to fish or fish habitat, such as hydrocarbons (oil, gas), nutrient imbalances, pesticides, or industrial/municipal waste discharges. Likely the most common type of deleterious substance that is of concern is the introduction of silt from construction activities in or near a watercourse.

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The *Act* also prohibits the carrying on of any work or undertaking that results in the harmful alteration, disruption or destruction (HADD) of fish habitat, unless authorized by the Minister (s. 35). This would include activities resulting in stream diversions, barriers to migration, alteration of flow, and/or the introduction of deleterious substances. Any municipal development in or near a water body that could harm fish or fish habitat (e.g., installing bridges, culverts, outfalls, etc.) is likely to require an authorization under the *Act*.

The information required in an application for an authorization will vary depending upon the nature of the project. The following information would normally have to be submitted:

- design information - location, site plan, project description, construction methods, plans and drawings, timing/construction schedule, sediment control plans, and mitigation measures; and
- habitat information – watershed characteristics (hydrology, geology, soils, land use, etc.), channel morphology, fish community, physical habitat features, and habitat use.

Authorizations are issued on the condition that the municipality will implement measures to compensate for the habitat harmfully altered, disrupted or destroyed as a result of the project. The Minister has authority to impose whatever conditions he considers necessary for the protection of fish and fish habitat. An authorization will be conditional upon implementation of the mitigation and compensation measures set out in the authorization, which may include preparation of an environmental protection plan, design and installation of a fish-way or fish guard and creation or enhancement of fish habitat. An authorization will also set out monitoring and reporting requirements.

5.2.2 Navigable Waters Protection Act

The *Navigable Waters Protection Act*, R.S.C. 1985, c. N-22 (NWPA) is another piece of legislation that can apply to municipal developments in or near a water body. The purpose of the NWPA is to protect the public right of navigation in all navigable waters. The NWPA is administered by the Canadian Coast Guard ("CCG"). "Navigable water" is defined in the NWPA as:

...a canal and any other body of water created or altered as a result of the construction of any work.

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In Canada, the case law has developed a broad definition of navigable waters to include waters capable of being traversed by large or small craft of some sort, at some point in their course, during some part of the year. In essence, the test has

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been 'can you float a boat on the water body' at any time of the year. There may be small rivers or streams within the Town of Lacombe that could be considered navigable under the NWPA. Streams that cannot be navigated by a canoe or kayak will generally not be considered by the CCG to be navigable. The decision as to whether a watercourse is navigable is made by the CCG on a case-by-case basis.

The NWPA prohibits the building or placing of a work in, on, over, under, through or across navigable waters unless the work, the site and the plans have been approved by the CCG prior to commencement of construction (s. 5). "Work" is defined in s. 3 and includes:

- any bridge, boom, dam, wharf, dock, pier, tunnel or pipe;
- any dumping or fill excavation of materials from the bed of a navigable water;
- any telegraph or power cable or wire; or
- any other structure, device or thing that may interfere with navigation.

Some works may be exempted from the approval requirement if the CCG is of the opinion that they will not substantially interfere with navigation (s. 5(2)). However, all bridges, booms, dams, or causeways built on a navigable waterway require an approval, whether or not they interfere with navigation.

The steps involved in the approval process are generally as follows:

- prepare and submit application to CCG – application normally includes a location plan, site plan and cross-sections of the work;
- deposit plans with the local land titles office;
- advertize application; and
- notify affected landowners of proposed work.

The work and the site and plans associated with the work can be approved by the CCG on such terms and conditions as the CCG deems fit.

5.2.3 Migratory Birds Convention Act

The *Migratory Birds Convention Act*, 1994, S.C. 1994, c. M-7.01 and the *Migratory Birds Regulations* (C.R.C., c. 1035) are directed at the protection and preservation of migratory birds and migratory bird habitat. The Act and Regulations apply to various:

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- migratory game birds, including ducks, geese, swan, cranes, shorebirds and pigeons;
- migratory insectivorous birds, including chickadees, cuckoos, hummingbirds, robins, swallows and woodpeckers; and
- other migratory non-game birds, including gulls, herons, loons, and puffins.

This legislation creates a number of prohibitions designed to protect and preserve migratory birds. These include, but are not limited to:

- prohibition against disturbing, destroying, or taking a nest, egg, or nest shelter of a migratory bird; and
- prohibition against depositing or permitting to be deposited oil, oil wastes or any other substances harmful to migratory birds in any waters or any area frequented by migratory birds.

The Minister can issue permits for certain activities related to migratory birds. However, there are no permits for disturbing, destroying, or taking a nest, egg, or nest shelter of a migratory bird, nor for depositing or permitting to be deposited oil, oil wastes or any other substances harmful to migratory birds in any waters or any area frequented by migratory birds. These activities are strictly prohibited by the legislation. If municipal development activities result in the destruction or disturbance of migratory birds, nests or eggs, enforcement action can be taken by Environment Canada.

Typically, if construction activities necessitate the cutting, transplanting or disturbance of trees or other nesting areas of migratory birds, Environment Canada will stipulate the times of the year that the construction can be undertaken (which coincides with times that the birds are not nesting and raising their young). These timeframes can vary depending on the particular migratory bird species.

5.2.4 Proposed Species at Risk Act (Bill C-5)

The proposed *Species at Risk Act* (SARA), or Bill C-5, was introduced in the House of Commons in February 2001, replacing the previous Bill C-33. The proposed legislation aims to protect wildlife (including birds, plants, fish, reptiles, amphibians, molluscs, mammals and insects) at risk from becoming extinct or lost from the wild, with the ultimate objective of helping their numbers recover. The Act will cover all wildlife species listed as being at risk nationally and their critical habitats, and applies to all lands in Canada.

SARA will prohibit the killing, harming, harassing, capturing, or taking of species officially listed as threatened, endangered or extirpated, and the destruction of their

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residences. The prohibitions will automatically apply to all federal lands. For all other species on provincial or private lands, if the Minister of Environment is of the opinion that the listed species is not adequately protected by provincial legislation or regulation, the Governor-in-Council can recommend that such prohibitions be put in place on provincial or private lands.

Agreements, permits and licences will authorize a person to engage in an activity affecting a listed wildlife species or any part of its critical habitat if the activity benefits the species or is required to enhance its chances of survival in the wild, or if affecting the species is incidental to the carrying out of the activity (e.g., by catch-and-release fishing). However, the activity must not jeopardize the survival or recovery of the species.

Until the legislation is passed and in force, it is not known how it will be applied in practice. However, it is more than likely that municipal developments that will or may result in the killing or harming of species designated under the Act to be at risk will be required to design and construct its projects in such a way as not to harm these species, or to include mitigation measures to compensate for any lost habitat.

5.3 PROVINCIAL LEGISLATION

5.3.1 Environmental Protection and Enhancement Act

The *Environmental Protection and Enhancement Act*, R.S.A. 2000, c. E-12 (EPEA) came into force in 1993 and is administered by the Alberta Department of Environment. It is the key piece of environmental legislation in Alberta, aimed at supporting and promoting the protection, enhancement and wise use of the environment.

One of the main purposes of EPEA is to ensure that proposed projects that could cause adverse effects on the environment are properly reviewed. Any municipal development or activity that is designated under the regulations as requiring an approval is not to be undertaken unless an approval has been issued by Alberta Environment. Among the list of activities that require an approval under EPEA are a wastewater, storm drainage or waterworks system that serves a town or municipal development.

An application for an approval must include any information required by the Director under the regulations. The requirements include, but are not limited to:

- location, capacity, nature and size of the activity (design plans and specifications);
- schedules for construction and operation;

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- list of substances, sources of substances and amount of substances that will be released into the environment as a result of activity and the justification for those releases;
- description of any public consultation undertaken or proposed by the applicant; and
- any other information required by the Director.

An approval may be issued by the Director subject to any terms or conditions the Director sees fit. Terms and conditions may be more stringent, but not less stringent, than applicable terms and conditions provided for in a regulation (s. 68(3)).

Some projects can also be captured by the environmental assessment process under EPEA. An environmental impact assessment (EIA) is required for activities that are listed as mandatory activities under the regulations, or for which the Director considers requires an environmental assessment.

EPEA also establishes release reporting requirements. It is prohibited under the Act to release or permit the release of a substance into the environment in an amount, concentration, level or rate in excess of an approval or a regulation or that causes a significant adverse effect. If such a release occurs, it must be reported to Alberta Environment and any other person who may be directly affected by the release. The person responsible for the release can also be required to take remedial action, such as removing or disposing of the substance and restoring the environment to a satisfactory condition.

5.3.2 Water Act

The *Water Act*, R.S.A. 2000, c. W-3 came into force on January 1, 1999. It repealed and replaced the *Water Resources Act*. Similar to EPEA, some activities/projects are subject to approvals or licences. An approval is required for any "activity", which is defined very broadly in the Act and includes:

- placing, constructing, operating, maintaining, removing or disturbing works,
- maintaining, removing or disturbing ground, vegetation or other material, or
- carrying out any undertaking in or on any land, water or water body that:
 - alters or may alter the flow or level of water,
 - changes or may change the location of water or direction/flow of water,
 - causes or may cause siltation of water or erosion of the bed or shore, or

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- causes or may cause an effect on the aquatic environment;
- altering the flow, direction of flow, level of water or changing the location of water for removing an ice jam, drainage, flood control, erosion control or channel realignment;
- drilling or reclaiming a water well or borehole; and
- anything causing a significant adverse effect on the aquatic environment, human health, property or public safety.

Clearly, there are many types of municipal developments that can require an approval under the *Water Act*, such as culvert crossings, diversion berm construction (where berm is located in a watercourse, lake or wetland), bridge crossings, channel realignment, drainage channel construction, outfall structures, and any modifications to the bed or shore of lakes or other water bodies.

A licence is required for any diversion of water for any purpose, or to operate a works. "Works" has a broad definition in the Act and includes any man-made structure, device or contrivance (includes dam or canal) and the land and mitigative measures associated with it.

Information required in an application for an approval or licence can include the following:

- accurate drawings of the projects showing: scale and legal land description; affected water bodies with flow directions; roads, buildings, etc.; water and wastewater conveyance structures (ditches, canals, water supply lines, etc.); intake structures; control structures; spillway, dam and reservoir locations and cross-sections; and reservoir capacity elevation rating curve;
- proposed construction & operational specifications and construction schedule;
- hydrological analysis (water availability);
- impacts on wildlife (endangered/protected species, fish and migratory birds); and
- alternatives to the proposed project.

An approval or licence may be issued by the Director subject to any terms or conditions the Director sees fit.

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Other activities may require the proponent to apply for a registration and are subject to a Code of Practice, such as placing, constructing, installing, maintaining, replacing and removing a pipeline, telecommunication line or watercourse crossing.

5.3.3 Historical Resources Act

The purpose of the *Historical Resources Act*, R.S.A. 2000, c. H-9 (HRA) is to preserve and protect historical and archaeological resources of provincial, national and international significance. The Minister of Community Development has the authority to designate objects and land as historical resources and historical areas. Once designated, no person can destroy, disturb or alter or remove the historic resource or object without the Minister's written approval. Any development or activity likely to result in the alteration, damage or destruction of historical resources can be required to carry out an assessment to determine the effect of the proposed activity on historical resources in the area, prepare and submit a report containing the assessment of the proposed activity or operation, and undertake all necessary salvage, preservation or protective measures.

Any municipal development could attract the requirements of the HRA, depending upon where the project is located, the existence of historic resources, the extent to which the area has already been disturbed, and the extent to which it will be further disturbed by the development. The Department of Community Development should be notified of any proposed development. If the area is known to have historical resources or has not been disturbed before an historical/archaeological assessment will be required and mitigation steps may have to be taken to protect any historical resources in the area that are impacted.

5.3.4 Public Lands Act

The *Public Lands Act*, R.S.A. 2000, c. P-40 (PLA) is the legislation that administers land in the province owned by the Government of Alberta. Public land is divided into two categories – the White Area and the Green Area. The White Area consists of the populated central, southern and Peace River areas of the province. Public land is managed for various uses including agriculture, recreation, soil and water conservation, and fish and wildlife habitat.

With a few exceptions, the beds and shores of all permanent and naturally occurring rivers, lakes, stream and other water bodies (collectively "water bodies") are owned by the Province of Alberta. The extent of the Province's ownership of the bed and shore is limited by the bank of the water body, which is the line along the upper limit of the bed and shore. It is formed by the presence of surface water on the land and forms a natural boundary between the Province owned bed and shore and privately owned land. The "bed" is the land on which the water sits and the "shore" is that part of the bed that is exposed when water levels are not at their usual, fullest level.

Under the Act it is prohibited to undertake any activity that may negatively affect watershed capacity or that results in damage to the bed or shore of any river, stream, watercourse, lake or other body of water or land in the vicinity of that public land.

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Authorizations are required under the *Act* for any activity that may disturb or modify the bed and/or shore of a water body. These activities include placing or removing material from the bed or shore of a water body; constructing erosion protection, retaining walls, breakwaters and causeways; realignment of a natural watercourse; cutting or removing aquatic vegetation; permanent piers, boat launches, and boathouses; permanent waterline installations into or beneath a water body; and other permanent structures on the bed or shore of a water body.

An application for an authorization must include the following information:

- the legal land description on which the project will be located;
- the name of the water body the project impacts;
- a description of the project and technique to be used to place, construct, install, maintain, replace or remove the project;
- proposed commencement and completion dates; and
- a location plan, a site plan and a cross-sectional sketch, which shows the existing conditions of the site and the proposed works in relation to property lines.

Applications are reviewed for potential impacts to the water body's bed and shore, floodplain, water quality, fish and wildlife habitat or public access.

5.4 ENFORCEMENT

The majority of environmental legislation, both federal and provincial, provides for enforcement action to be taken by regulatory authorities for non-compliance with the legislation. The different pieces of legislation vary in the scheme and the range of available enforcement options, but typically include the following elements:

- creation of various offences or prohibitions;
- authority of the regulatory body to undertake an investigation into an alleged offence; and
- enforcement action by the regulatory authority.

Enforcement action can include issuing warnings, administrative penalties, environmental protection orders, enforcement orders or prosecution. The choice of enforcement action will depend upon a number of factors, including type and severity of the offence, impact to the environment, and degree of culpability.

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Failure to obtain the required approval, licence, permit or authorization is an offence under most of the legislation reviewed in this chapter². If prosecution is pursued, the maximum fines for non-compliance can be quite high. For example, under EPEA, the maximum fine for a municipality for failing to have an approval is \$500,000 (this increases to \$1,000,000 for *knowingly* failing to have an approval). Some legislation (such as EPEA and the Water Act) also have provisions relating to liability of public officials. Where a person who is acting under the direction of a member of council of a local authority (includes a town) commits an offence, the member of council can also be found guilty of the offence if he knew or ought reasonably to have known of the circumstances that constituted the commission of the offence and had the influence or control to prevent its commission.

Most of the offences under environmental legislation are “strict liability” offences. This means that to be convicted, the evidence must show that a contravention of the legislation occurred. It does not require proof that the person or corporation intended the offence. The exception is the offences that require that the accused “knowingly” committed the offence. In those cases, the evidence must show that the offence was an intentional act and the burden on the Crown is that of proof beyond a reasonable doubt. For strict liability offences, “due diligence” is a defence and is established by demonstrating that all reasonable steps have been taken to prevent the commission of the offence.

5.5 THE REGULATORY PROCESS

5.5.1 Overview

The regulatory processes under the various pieces of legislation can, not surprisingly, be confusing and time consuming for proponents of projects. Part of the confusion arises from the overlapping jurisdiction of federal and provincial regulators in matters relating to environmental protection. At times, one approval obtained under provincial legislation can address the same or very similar environmental impacts as an authorization obtained under federal legislation.

The specific requirements of regulatory agencies may be dynamic and can vary considerably from regulator to regulator. There is potential for inconsistency between various regulatory agencies. A municipality cannot safely assume that the various agencies will consult with each other about the application. The project proponent is wise to facilitate inter-agency communication.

² The *Migratory Birds Convention Act* does not allow permits to be issued for destroying, disturbing, or taking a nest, egg, or nest shelter of a migratory bird, or depositing or permitting to be deposited oil, oil wastes or any other substances harmful to migratory birds in any waters or any area frequented by migratory birds. These activities are strictly prohibited by the legislation.

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The specific application requirements tend to be discretionary, and as a result:

- it is not possible to generate one definitive checklist for all the requirements that must be included in any given application;
- early consultation with the specific regulators may help in limiting the scope and identifying the specific content of the application;
- it is very common for the initial application to be met with a list of “deficiencies” that must be addressed; and
- the timelines associated with a regulator’s review of a completed application can vary.

It is advisable for proponents of proposed projects/developments to contact regulatory agencies early on in the process. Depending upon the nature, complexity and environmental impacts associated with a particular project, initial contact should usually be made at the design stage, or for more complex projects, even at the planning stage. If a development is going to result in environmental impacts, proper mitigation measures to avoid those impacts can often be addressed at the planning or design stage, and can save a great deal of time and money further down the road.

5.5.2 Example of Approval Process

As noted above, the specific approval, authorization, licence and/or permitting processes and requirements can vary between regulatory authorities and it is therefore not possible to provide a checklist to cover all requirements of every application. However, the following description of the approval process under the *Alberta Environmental Protection and Enhancement Act* can serve as an example of the process the Town of Lacombe would go through in applying for an approval for a proposed municipal development.

The approval process under EPEA consists of five stages:

- filing of an application;
- notice requirements for a complete application;
- review of an application;
- decision to issue or refuse to issue approval; and
- provisions for appeal.

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1. Filing of Application

The approval process begins by filing an application and submitting it to the appropriate Regional Director of Alberta Environment. The *Approvals and Registrations Procedure Regulation* identifies what information is required in the application (discussed above in Section 5.3.1). The Director is given the discretion to waive certain requirements if they are not applicable to a proposed project. The Director will not make a decision on whether to issue an approval unless an application is complete. The applicant will be advised if the application is not complete.

2. Notice Requirements

Public involvement is a key component of this next stage. The Act directs that the public be notified of all applications for an approval. When an applicant notifies the public, those persons who are directly affected by the application may submit a written statement to the Director outlining their concerns, and may appeal the decision to issue an approval.

3. Review of Application

At this stage, the Director reviews the completed application, including the public's statements of concern. The review is to determine whether the general and overall impact on the environment of the activity is in accordance with the Act and the regulations. The review may address design plans, site suitability, proposed monitoring programs and methods of minimizing the generation, use and release of substances.

In order to complete the review, the Director may require additional information from the applicant or may require the applicant to hold meetings so the public may obtain information respecting the application. The Director may also ask the applicant to address statements of concern from the public.

4. Decision to Issue an Approval

At this stage, the Director decides whether an approval will be issued and what conditions will be required. The Director will consider any statements of concern filed by those who are directly affected prior to making a decision. The Director may circulate particulars of his proposed decision, for comment, to the applicant and persons filing statements of concern, prior to making a decision.

If the Director decides to issue an approval it will contain the requirements or terms and conditions that must be followed. When the Director makes his decision he provides notice of that decision in accordance with the Act and the regulations to the applicant and persons filing statements of concern.

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EPEA provides that approvals may be issued for specified periods. Generally, the maximum term is 10 years, however, the Director can set a shorter term. The *Environmental Protection and Enhancement (Miscellaneous) Regulation* outlines the terms for various approvals.

5. Provisions for Appeal

The Act sets out the conditions under which a decision to issue or not to issue can be appealed. Requests for appeals are submitted to the Environmental Appeal Board, an administrative tribunal established under the Act. Generally, the approval holder or any person who previously submitted a statement of concern and/or is directly affected by the approval may appeal the decision. Where the Director refuses to issue the approval, the applicant may appeal the decision.

5.6 REGULATORY CONTACTS

Table 5.1 provides contact information for the regulatory authorities responsible for each piece of legislation discussed above.

Table 5.1 Regulatory Contacts

Legislation	Responsible Authority	Contact Information	
Fisheries Act	Department of Fisheries and Oceans	Edmonton Office: Whitemud Business Park 4253 - 97th Street Edmonton, AB T6E 5Y7 Tel: (780) 495-4220 Fax: (780) 495-8606	Calgary Office: 7646 - 8 Street NE Calgary, AB T2E 8X4 Tel: (403) 292-5160 Fax: (403) 292-5173
Navigable Waters Protection Act	Canadian Coast Guard	Steve Drumond* Navigable Waters Protection Officer Whitemud Business Park 4253 - 97 Street Edmonton, AB T6E 5Y7 Tel: (780) 495-3701 or 495-6325 Fax: (780) 495-7022 or 495-8607	
Migratory Birds Convention Act	Environment Canada	Margaret Fairbairn* Manager, Alberta Division Environmental Protection Branch Prairie and Northern Region #200, 4999-98 Avenue Edmonton AB T6B 2X3 Tel: (780) 951-8600 Fax: (780) 495-2615 E-mail: margaret.fairbairn@ec.gc.ca	

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Legislation	Responsible Authority	Contact Information
Species at Risk Act	Environment Canada	Margaret Fairbairn* Manager, Alberta Division Environmental Protection Branch Prairie and Northern Region #200, 4999-98 Avenue Edmonton AB T6B 2X3 Tel: (780) 951-8600 Fax: (780) 495-2615 E-mail: margaret.fairbairn@ec.gc.ca
Environmental Protection and Enhancement Act Water Act	Alberta Environment	Regional Director, Central Region Provincial Building #301, 4920 - 51 Street Red Deer, AB T4N 6K8 Tel: 403 340-7052 Fax: 403 340-5022
Public Lands Act	Alberta Sustainable Resource Development	Public Lands Division Provincial Building #301, 4920 - 51 Street Red Deer, AB T4N 6K8 Tel: (403) 340-5451 Fax: (403) 340-7081
Historical Resources Act	Alberta Community Development	Heritage Resource Management Cultural Facilities and Historical Resources Division Provincial Building 6 th Floor, 4920 - 51 Street Red Deer, AB T4N 6K8 Tel: (403) 340-5115 Fax: (403) 340-5381

* These names are current as of March 2002 and are subject to change.