

FSC-US Forest Management Standard (v1.0)

Approved by FSC-IC, July 8, 2010

REQUIREMENT	C/N C	COMMENT/CAR
P3 The legal and customary rights of indigenous peoples to own, use and manage their lands, territories, and resources shall be recognized and respected.		
C3.1. Indigenous peoples shall control forest management on their lands and territories unless they delegate control with free and informed consent to other agencies.		
3.1.a. Tribal forest management planning and implementation are carried out by authorized tribal representatives in accordance with tribal laws and customs and relevant federal laws.		Tribes have their own Resource Management staff.
3.1.b. The manager of a tribal forest secures, in writing, informed consent regarding forest management activities from the tribe or individual forest owner prior to commencement of those activities.		N/A
C3.2. Forest management shall not threaten or diminish, either directly or indirectly, the resources or tenure rights of indigenous peoples.		
3.2.a. During management planning, the forest owner or manager consults with American Indian groups that have legal rights or other binding agreements to the FMU to avoid harming their resources or rights.		<ul style="list-style-type: none"> • Red Lake Band contact – Tom Castonguay • Leech Lake Band contact – Gina Lemon (335-2940, 335-8095)
3.2.b. Demonstrable actions are taken so that forest management does not adversely affect tribal resources. When applicable, evidence of, and measures for, protecting tribal resources are incorporated in the management plan.		<ul style="list-style-type: none"> • No recent opportunities or occurrences. If so, contact will be made with Gina Lemon (LLB) or Tom Castonguay (RLB).
C3.3. Sites of special cultural, ecological, economic or religious significance to indigenous peoples shall be clearly identified in cooperation with such peoples, and recognized and protected by forest managers.		
3.3.a. The forest owner or manager invites consultation with tribal representatives in identifying sites of current or traditional cultural, archeological, ecological, economic or religious significance.		<p>SFMS Procedure LD-P2 – Statement of Operational Commitments, Sec. 16 – Contact with Local Tribes</p> <ul style="list-style-type: none"> • Discussions and communication with Beltrami County Historical Society regarding the Historic Red Lake Trail • Schedule a meeting with the local tribes • Tribal contacts: Leech Lake Band of Ojibwe, Red Lake Band of Chippewa
3.3.b. In consultation with tribal representatives, the forest owner or manager develops measures to protect or enhance areas of special significance (see also Criterion 9.1).		<ul style="list-style-type: none"> • Timber sale #212011 (Project Plan FH-11-426), adjacent to but not in the reservation boundaries. See above if contact was necessary.
C3.4. Indigenous peoples shall be compensated for the application of their traditional knowledge regarding the use of forest species or management systems in forest operations. This compensation shall be formally agreed upon with their free and informed consent before forest operations commence.		
3.4.a. The forest owner or manager identifies whether <i>traditional knowledge</i> in forest management is being used.		N/A
3.4.b. When traditional knowledge is used, written protocols are jointly developed prior to such use and signed by local tribes or tribal members to protect and fairly compensate them for such use.		N/A
3.4.c. The forest owner or manager respects the confidentiality of tribal traditional knowledge and assists in the protection of such knowledge.		Any and Cultural data is kept confidential.
P4 Forest management operations shall maintain or enhance the long-term social and economic well-being of forest workers and local communities.		
C4.1. The communities within, or adjacent to, the forest management area should be given opportunities for employment, training, and other services.		
4.1.a. Employee compensation and hiring practices meet or exceed the prevailing <i>local</i> norms within the forestry industry.		<ul style="list-style-type: none"> • Private enterprise is regulated by Federal Law and Minnesota Department of Labor. • Beltrami County (BC) Personnel Rules: pp. 40 – 43, Affirmative Action & Employment Opportunity Policy, etc. • 2005 Beltrami County “Job Evaluation Questionnaire” • June 5, 2012 Beltrami County Board authorized “Request Proposals for Comparable Worth/Pay Equity Study” • Pages 7 - 10 of BC Personnel Rules regarding recruitment policies, selection criteria, interviews, public advertising, and

		<ul style="list-style-type: none"> application period BC Personnel Rules regarding benefits Current Labor Agreement
4.1.b. Forest work is offered in ways that create high quality job opportunities for employees.		<ul style="list-style-type: none"> Beltrami County offers by bid approximately 75 timber sales per year to the local logging community; Forest Development Activities (tree planting, site prep, release, bud capping) offered each year and many are secured by local contractors Human Resources Department holds the most recent Job posting for Natural Resource Manager – highlighting essential job duties and responsibilities
4.1.c. Forest workers are provided with fair wages.		<ul style="list-style-type: none"> NRM Department employees wages are a negotiated item through a union contract between Beltrami County and the Council #65, AFSCME Union, Local No. 3709 Page 26 of current Labor Agreement regarding compensation Private industry forest workers are regulated by Federal law and MN Department of Labor
4.1.d. Hiring practices and conditions of employment are non-discriminatory and follow applicable federal, state and local regulations.		<ul style="list-style-type: none"> BC Personnel Rules highlighting language regarding complying with state and federal laws; Equal Opportunity Employer
4.1.e. The forest owner or manager provides work opportunities to qualified local applicants and seeks opportunities for purchasing local goods and services of equal price and quality.		<ul style="list-style-type: none"> Mailing list for logging contractors include many local contractors Mailing list for Forest Development activities: site preparation, tree planting, release, bud capping includes many local vendors Seek three quotes for any and all projects >\$1000
4.1.f. Commensurate with the size and scale of operation, the forest owner or manager provides and/or supports learning opportunities to improve public understanding of forests and forest management.		<p>SFMS procedure LD-PR1 – Public Input & Outreach, Sec. 3.1.1</p> <ul style="list-style-type: none"> NRM Department presentation to the local Rotary club by Land Commissioner Participation in Bemidji Area Forestry Affairs Council where forestry education is an annual goal. Land Commissioner is an advisor to the Northwest Technical College Forestry students at the Northwest Technical College tour Forest Development Activity sites annually Annual Tour for County Commissioners
4.1.g. The forest owner or manager participates in local economic development and/or civic activities, based on scale of operation and where such opportunities are available.		<p>SFMS procedure LD-PR1 – Public Input & Outreach, Sec. 3.1.1</p> <ul style="list-style-type: none"> Parks & Trails Advisory Council Quarterly Beltrami County newsletter Participation in Bemidji Area Forestry Affairs Council
C4.2. Forest management should meet or exceed all applicable laws and/or regulations covering health and safety of employees and their families.		
4.2.a. The forest owner or manager meets or exceeds all applicable laws and/or regulations covering health and safety of employees and their families (also see Criterion 1.1).		<ul style="list-style-type: none"> Pages 26 - 27 from BC Personnel Rules highlighting insurance & disability information Pages 18-26 from BC Personnel Rules highlighting types of leave for employees
4.2.b. The forest owner or manager and their employees and contractors demonstrate a safe work environment. Contracts or other written agreements include safety requirements.		<ul style="list-style-type: none"> First Aid/CPR training completed or scheduled to be completed by staff Information regarding safety topics covered by staff at monthly staff meeting or when appropriate Pre-Work Inspection checklist and Harvest Inspection form address safety Beltrami County Insurance Requirements for contractors
4.2.c. The forest owner or manager hires well-qualified service providers to safely implement the management plan.		<ul style="list-style-type: none"> Bidder eligibility requirements for loggers Responsible operator listing Hiring contractor with appropriate licenses to apply chemicals
C4.3 The rights of workers to organize and voluntarily negotiate with their employers shall be guaranteed as outlined in Conventions 87 and 98 of the International Labor Organization (ILO).		
4.3.a. Forest workers are free to associate with other workers for the purpose of advocating for their own employment interests.		<ul style="list-style-type: none"> ILO Convention No. 87 – Freedom of Association and Protection of the Right to Organize ILO Convention No. 98 – Application of the Principles of the Right to Organize and to Bargain Collectively AFSCME Union Contract
4.3.b. The forest owner or manager has effective and culturally sensitive mechanisms to resolve disputes between workers and management.		<ul style="list-style-type: none"> Pages 30 – 33 from the BC Personnel Rules regarding Employee Rights – Grievance Procedure Pages 7 – 9 from the current labor agreement
C4.4. Management planning and operations shall incorporate		

<p>the results of evaluations of social impact. Consultations shall be maintained with people and groups (both men and women) directly affected by management operations.</p>		
<p>4.4.a. The forest owner or manager understands the likely social impacts of management activities, and incorporates this understanding into management planning and operations. Social impacts include effects on:</p> <ul style="list-style-type: none"> • Archeological sites and sites of cultural, historical and community significance (on and off the FMU); • Public resources, including air, water and food (hunting, fishing, collecting); • Aesthetics; • Community goals for forest and natural resource use and protection such as employment, subsistence, recreation and health; • Community economic opportunities; • Other people who may be affected by management operations. <p>A summary is available to the CB.</p>		<p>SFMS procedure LD-PS4 – Conservation Areas, Sec. 2.2, 2.3, 2.4, & 2.5</p> <ul style="list-style-type: none"> • Timber Sale # 210074, (Project Plan FH-10-336) Visual sensitivity • Timber Sale #212016, visual sensitivity • Timber Sale #211045 highlighting T & E species and the protection measures • Timber Sale #211038 highlighting timing, protection measures for Bald Eagle nest • Three Island Park archeological site protection and information • BC is licensed with the State of MN Ecological Resources for its NHDB.
<p>4.4.b. The forest owner or manager seeks and considers input in management planning from people who would likely be affected by management activities.</p>		<ul style="list-style-type: none"> • 2007 Beltrami County Forest Management Plan • Parks & Trails Advisory Council review and input of all potential timber sales in Three Island Park and Movil Maze. • Letter to towns/cities requesting review for proposed land sales
<p>4.4.c. People who are subject to direct adverse effects of management operations are apprised of relevant activities in advance of the action so that they may express concern.</p>		<p>See 4.4.b</p> <ul style="list-style-type: none"> • Verbal communication or correspondence with adjacent landowners if private ownership structures are immediately adjacent to the management/property line boundaries on a timber sale • Notify adjacent when chemicals are used near their property and “Chemical notification” sign posted on-site
<p>4.4.d. For <i>public forests</i>, consultation shall include the following components:</p> <ol style="list-style-type: none"> 1. Clearly defined and accessible methods for public participation are provided in both long and short-term planning processes, including harvest plans and operational plans; 2. Public notification is sufficient to allow interested stakeholders the chance to learn of upcoming opportunities for public review and/or comment on the proposed management; 3. An accessible and affordable appeals process to planning decisions is available. <p>Planning decisions incorporate the results of public consultation. All draft and final planning documents, and their supporting data, are made readily available to the public.</p>		<p>SFMS procedure LD-PS1 – Resource Management Planning V1, Sec. 3.3 and 7.2</p> <ul style="list-style-type: none"> • Citizen input for the 2007 Forest Management Plan which is accessible via the County website • SFMS web page showing Forest Management Plan accessible to the public • BC website with the BC Recreational Trail Plan and the BC Recreational Facilities Plan • Parks & Trails Advisory Council meeting dates printed in local papers (Bemidji Pioneer) • All citizens have free and direct access to the Land Commissioner and the County Board.
<p>C4.5. Appropriate mechanisms shall be employed for resolving grievances and for providing fair compensation in the case of loss or damage affecting the legal or customary rights, property, resources, or livelihoods of local peoples. Measures shall be taken to avoid such loss or damage.</p>		
<p>4.5.a. The forest owner or manager does not engage in negligent activities that cause damage to other people.</p>		<ul style="list-style-type: none"> • Posting of roads and/or trails with warning or closed signs when a hazard exists i.e., washed out culvert, etc. • Posting signs for no dumping and no motorized vehicles where appropriate • Posting of temporary forest trail closures during vulnerable trail conditions • Press Release regarding temporary forest trail closures in the Bemidji Pioneer and posted on BC website • Public complaint/inquiry form • Land Department is subject to MN State Statute 282, etc.
<p>4.5.b. The forest owner or manager provides a known and accessible means for interested stakeholders to voice grievances and have them resolved. If significant disputes arise related to resolving grievances and/or providing fair compensation, the forest owner or manager follows appropriate dispute resolution procedures. At a minimum, the forest owner or manager maintains open communications, responds to grievances in a timely manner, demonstrates ongoing good faith efforts to resolve the grievances, and maintains records of legal suites and claims.</p>		<ul style="list-style-type: none"> • Notice of Open House meeting regarding proposed prescriptive easements printed in the local newspaper (Bemidji Pioneer) • All citizens and interested parties have free and direct access to the Land Commissioner, County Board, and Parks & Trails Advisory Council.

4.5.c. Fair compensation or reasonable mitigation is provided to local people, communities or adjacent landowners for substantiated damage or loss of income caused by the landowner or manager.		The County is insured by Minnesota County Insurance Trust. The Department maintains gates, signage, closes roads when appropriate, and cleans and clears public recreation areas in a timely fashion.
P8 Monitoring shall be conducted -- appropriate to the scale and intensity of forest management -- to assess the condition of the forest, yields of forest products, chain of custody, management activities and their social and environmental impacts.		
<i>Applicability Note: On small and medium-sized forests (see Glossary), an informal, qualitative assessment may be appropriate. Formal, quantitative monitoring is required on large forests and/or intensively managed forests.</i>		
C8.1. The frequency and intensity of monitoring should be determined by the scale and intensity of forest management operations, as well as, the relative complexity and fragility of the affected environment. Monitoring procedures should be consistent and replicable over time to allow comparison of results and assessment of change.		
8.1.a. Consistent with the scale and intensity of management, the forest owner or manager develops and consistently implements a regular, comprehensive, and replicable written monitoring protocol.		SFMS procedures LD-MS6 – Management & Performance Review AND LD-PS5 – Stand & Landscape-Biodiversity Management Strategies, Sec. 3.5 AND LD-CM2 – Contractor Procedure Package, Sec. 4-6 inclusive AND LD-MS2 – Inspections AND LD-PS2 – Resource Data Management, Section 1 & 2 <ul style="list-style-type: none"> • 2012 Beltrami County Management Review minutes • 2010 BC Management Review minutes • 2010 Summary of BC Internal BMP Audit • 2009 BC Management Review minutes • 2009 Summary of BC Internal BMP Audit • Harvest Inspection form • Regeneration Survey Form
8.2. Forest management should include the research and data collection needed to monitor, at a minimum, the following indicators: a) yield of all forest products harvested, b) growth rates, regeneration, and condition of the forest, c) composition and observed changes in the flora and fauna, d) environmental and social impacts of harvesting and other operations, and e) cost, productivity, and efficiency of forest management.		
8.2.a.1. For all commercially harvested products, an inventory system is maintained. The inventory system includes at a minimum: a) species, b) volumes, c) stocking, d) regeneration, and e) stand and forest composition and structure; and f) timber quality.		SFMS procedure LD-PS2 – Resource Data Management, Sec. 1 <ul style="list-style-type: none"> • Forest Inventory Update Form • Timber inventory on GIS • Five-year Regeneration Check Form • Inventory update grant (LCCMR) is currently being pursued
8.2.a.2. Significant, unanticipated removal or loss or increased vulnerability of forest resources is monitored and recorded. Recorded information shall include date and location of occurrence, description of disturbance, extent and severity of loss, and may be both quantitative and qualitative.		SFMS procedure LD-PS2 – Resource Data Management, Sec. 1.1.1
8.2.b The forest owner or manager maintains records of harvested timber and NTFPs (volume and product and/or grade). Records must adequately ensure that the requirements under Criterion 5.6 are met.		<ul style="list-style-type: none"> • Annual Timber report of all timber sold commercial • 2007 – 2012 planned harvest acres vs. actual harvest acres graph • Records kept in Land Department office. Reported final harvests are reported to MN DNR and SFI. Internally monitored to ensure sustainability.
8.2.c. The forest owner or manager periodically obtains data needed to monitor presence on the FMU of: <ol style="list-style-type: none"> 1) Rare, threatened and endangered species and/or their <i>habitats</i>; 2) Common and rare plant communities and/or habitat; 3) Location, presence and abundance of invasive species; 4) Condition of protected areas, set-asides and buffer zones; 5) High Conservation Value Forests (see Criterion 9.4). 		<ul style="list-style-type: none"> • Letter and agreement authorizing use & renewal of NHDB service with the State of Minnesota • Beltrami County Receives Quarterly Forest Insect & Disease Newsletter from MN DNR
8.2.d.1. Monitoring is conducted to ensure that site specific plans and operations are properly implemented, environmental impacts of site disturbing operations are minimized, and that harvest prescriptions and guidelines are effective.		<ul style="list-style-type: none"> • Harvest inspection form and Project Plan data base • Pre-Work Inspection Checklist reviewed with contractor • 2012 Beltrami County Sustainable Forest Management Review audit and minutes • 2010 BC Management Review audit and minutes • 2009 BC Management Review audit and minutes • 2008 BC Management Review audit and minutes • Regeneration Survey Form
8.2.d.2. A monitoring program is in place to assess the condition and environmental impacts of the forest-road system.		<ul style="list-style-type: none"> • LD-MS6 Site Monitoring • Harvest inspection form and Project Plan data base

		<ul style="list-style-type: none"> • Pre-Work Inspection Checklist reviewed with contractor • 2012 Beltrami County Sustainable Forest Management Review audit and minutes • 2010 BC Management Review audit and minutes • 2009 BC Management Review audit and minutes • Regeneration Survey Form • 2008 BC Management Review audit and minutes
8.2.d.3. The landowner or manager monitors relevant socio-economic issues (see Indicator 4.4.a), including the social impacts of harvesting, participation in local economic opportunities (see Indicator 4.1.g), the creation and/or maintenance of quality job opportunities (see Indicator 4.1.b), and local purchasing opportunities (see Indicator 4.1.e).		<ul style="list-style-type: none"> • Part of Minnesota Forest Resource Council 2010 Annual Report • MFRC Public Concerns Registration Process 2010 Annual Report • Beltrami County Resource Excellence Strategy Aligned Management Balanced Scorecard • Participation in the Bemidji Area Forestry Affairs Council
8.2.d.4. Stakeholder responses to management activities are monitored and recorded as necessary.		<ul style="list-style-type: none"> • LD-PR2 Public Inquiry • A completed Public Complaint/Inquiry Form detailing Christensen's complaint near Three Island Park • Bartholomew trespass correspondence • PTAC
8.2.d.5. Where sites of cultural significance exist, the opportunity to jointly monitor sites of cultural significance is offered to tribal representatives (see Principle 3).		<ul style="list-style-type: none"> • When appropriate, contact with Gina Lemon (LLB) or Tom Castonguay (RLB).
8.2.e. The forest owner or manager monitors the costs and revenues of management in order to assess productivity and efficiency.		<ul style="list-style-type: none"> • Apportionment information is kept in the Land Department and Auditor's office and monitored. Presentation is made to the County Board which includes a 5-year apportionment graph.
C8.3. Documentation shall be provided by the forest manager to enable monitoring and certifying organizations to trace each forest product from its origin, a process known as the "chain of custody."		
8.3.a. When forest products are being sold as FSC-certified, the forest owner or manager has a system that prevents mixing of FSC-certified and non-certified forest products prior to the point of sale, with accompanying documentation to enable the tracing of the harvested material from each harvested product from its origin to the point of sale.		SFMS procedure LD-MS9 – Chain of Custody <ul style="list-style-type: none"> • Scale reports, ticket stub from consumer, and consumer scale agreement • Timber appraisal form showing species sold area estimate along with volume & value. Forest certification information is located on the contracts and the ticket book covers.
8.3.b. The forest owner or manager maintains documentation to enable the tracing of the harvested material from each harvested product from its origin to the point of sale.		SFMS procedure LD-MS9 – Chain of Custody <ul style="list-style-type: none"> • Certification information is located on the scale report, consumer scale agreement, and timber sale contract • Timber sale contract showing species sold area estimate along with their volume & value.
C8.4. The results of monitoring shall be incorporated into the implementation and revision of the management plan.		
8.4.a. The forest owner or manager monitors and documents the degree to which the objectives stated in the management plan are being fulfilled, as well as significant deviations from the plan.		<ul style="list-style-type: none"> • Annual Timber report of all timber sold commercial • 2007 – 2012 planned harvest acres (candidate stand list) vs. actual harvest acres
8.4.b. Where monitoring indicates that management objectives and guidelines, including those necessary for conformance with this Standard, are not being met or if changing conditions indicate that a change in management strategy is necessary, the management plan, operational plans, and/or other plan implementation measures are revised to ensure the objectives and guidelines will be met. If monitoring shows that the management objectives and guidelines themselves are not sufficient to ensure conformance with this Standard, then the objectives and guidelines are modified.		SFMS procedures LD-MS8 – Minnesota Counties Sustainable Forestry, Sec. 2.5.2, AND LD-MS7 – Document Control <ul style="list-style-type: none"> • Beltrami County adheres to the SFMS guidelines, which were developed to adhere to the certification standards. The Beltrami County Forest Management Plan is referenced when SFMS procedures are not specific enough to guide specific aspects of management.
C8.5. While respecting the confidentiality of information, forest managers shall make publicly available a summary of the results of monitoring indicators, including those listed in Criterion 8.2.		
8.5.a. While protecting landowner confidentiality, either full monitoring results or an up-to-date summary of the most recent monitoring information is maintained, covering the Indicators listed in Criterion 8.2, and is available to the public, free or at a nominal price, upon request.		SFMS procedure LD-MS8 – Minnesota Counties Sustainable Forestry, Sec. 3 <ul style="list-style-type: none"> • SFMS public page showing where all third party audits are available for public review • SFMS showing internal audits posted on the website