



UNITED ASSOCIATION
of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry of
the United States and Canada

Founded 1889

Letters should
be confined to
one subject

UA Local Union: 740

Subject:

P.O. Box 8583, Stn. A
St. John's, Nfld.
A1B 3P2

William P. Hite
General President

Patrick R. Terno
General Secretary-Treasurer

Stephen E. Kelly
Assistant General President

July 16, 2013

**IMPORTANT NOTICE
TO ALL UA CANADIAN LOCAL UNIONS
RE: MANPOWER DEMANDS
UA LOCAL UNION #740**

Dear Sirs & Brothers:

UA Local # 740 has an open call for Journeymen Steamfitters/Pipefitters and Journeymen Welders.

The Welders requested must hold the following tickets:

1. F3/F4 and CWB
2. F3/F4; F6/F5; F6/F4 and CWB

Along with the attached Completion Incentive Program, please note the following:

- Contractor to supply flights
- Contractor to supply accommodations or choice of LOA at @ \$128.00 per day worked

For further information regarding these open calls, please contact UA Local 740 Dispatch at (709) 747-2249. Further details regarding the dispatch of welders will be supplied at that time.

Please fax travel card, current weld tickets, reciprocity authorization form and contact information to Local 740 at (709) 747-0364.

Fraternally truly,

JAMES MYERS
Business Manager
UA Local 740



**Terms of Reference
Completion Incentive Program
Long Harbour Processing Plant Phase I Construction**

To support the attainment of Mechanical Completion of Phase I of the Long Harbour Processing Plant by October 31, 2013, Vale Newfoundland and Labrador Limited has developed a Completion Incentive Program. This program will only be applied to Phase I of the Project.

A Completion Incentive Bonus will be payable by contractors of the Long Harbour Employer's Association (LHEA) to their employees working on the Long Harbour Construction Project as of July 15, 2013 provided that specific eligibility criteria are met and provided that employees of the contractors are covered by the Special Project Collective Agreement between the LHEA and the Resource Development and Trades Council (RDTC) ("Eligible Employees").

The Completion Incentive Program commences July 15, 2013 and is comprised of three separate components. Each incentive amount is payable separately as a bonus and is not included in the hourly base of rate of Eligible Employees.

1. Retention Incentive

An Eligible Employee who remains continuously employed until the date of his/her layoff by the contractor or October 31st, 2013, whichever comes first, shall be paid three dollars (\$3.00) for each hour worked by that employee commencing July 15, 2013 up to the earliest of either the employee's date of layoff or October 31st, 2013. The Retention Incentive will be paid in the contractor's next payroll period following the date of layoff or October 31st, as applicable.

2. Attendance Incentive

An Eligible Employee who maintains full-time attendance working all the hours, ~~including strict adherence to break times and quit times~~, for each scheduled shift and working all scheduled shifts in a rotation for that employee shall be paid two dollars (\$2.00) for each hour worked by the employee in his/her rotation. The Attendance Incentive shall be calculated on a per rotation basis and paid in accordance with corresponding pay periods on monthly basis.

3. Mechanical Completion

An Eligible Employee who works on the Project during the period commencing July 15, 2013 and who remains continuously employed until either the date of his/her layoff by the contractor or until October 31st, 2013 shall be entitled to payment of this incentive provided "Mechanical Completion" as described in these Terms of Reference has been successfully attained by on or before October 31, 2013. The amount of the incentive payable upon such Mechanical Completion is five dollars (\$5.00) per hour worked by the employee during the period from July 15, 2013 to October 31, 2013. The Mechanical Completion Incentive will be paid in the next payroll period following the October 31st provided Mechanical Completion has been successfully attained.

(i) Definition of Mechanical Completion

The Long Harbour Processing Plant is being constructed in and will be commissioned and started up in two phases. Phase I includes the sections of the plant and the process and utility systems required to produce "First Nickel".

For the purpose of this Completion Incentive Program, Mechanical Completion in Phase I of the Long Harbour Processing Plant includes all the work for the systems (and sub-systems) identified in Appendix 'A'.

It is essential that Phase I construction on the systems included in Appendix 'A' be completed on or before October 31, 2013 to allow sufficient time for the commissioning and start-up teams to bring the plant's critical systems online to produce early nickel.

"Mechanical Completion" of the above noted systems means that all required systems have been constructed according to the scope of work, drawings, specifications, applicable codes and regulations, including all tests, checks and relevant documentation and records necessary for Commissioning and Start-up operations by the Owner. All the Systems have been completed mechanically, electrically, and structurally and put in a new and clean condition. All deficiencies have been corrected to the extent that said deficiencies can be corrected prior to start of the System testing using compressed air and water.