

**PROVINCE OF NEWFOUNDLAND AND LABRADOR**

**LABOUR RELATIONS AGENCY**

**NOTICE OF APPOINTMENT OF AN  
INDUSTRIAL INQUIRY COMMISSION**

**In a Matter Between**

**VALE NEWFOUNDLAND & LABRADOR LIMITED (VALE)**

**-and-**

**UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING,  
ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS  
INTERNATIONAL UNION (UNITED STEELWORKERS), LOCAL 9508**

WHEREAS Vale and the United Steelworkers, Local 9508, have been without a collective agreement since March 1, 2009 and there has been a work stoppage and dispute ongoing at the Voisey's Bay mine since August 1, 2009;

AND WHEREAS following the provision of extensive conciliation support involving the Labour Relations Agency and the assistance of an independent mediator, parties have been unable to resolve their differences and negotiate a new collective agreement;

AND WHEREAS the strike has been ongoing for over a year and there appears little likelihood of a settlement at this time;

AND WHEREAS Section 140 of the *Labour Relations Act* provides that the Minister responsible for the Labour Relations Agency may make inquiries she thinks appropriate regarding industrial matters and may do those things that seem calculated to maintain or secure industrial peace and to promote conditions favourable to settlement of disputes;

AND WHEREAS a dispute exists between Vale and the United Steelworkers, Local 9508;

AND WHEREAS the collective bargaining relationship between Vale and the United Steelworkers, Local 9508, has deteriorated to such a degree that Government is concerned about the long-term impact this strike will have on the employment relations climate in Newfoundland and Labrador, the economic stability of the region, and the longer-term labour-management relationship at Voisey's Bay;

AND WHEREAS the Government of Newfoundland and Labrador submits that there is a need to inquire into this labour dispute in order to help secure industrial peace and promote the settlement of this dispute;

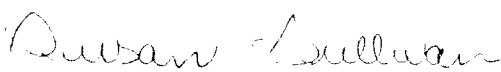
AND WHEREAS the Minister is referring the matter to an Industrial Inquiry Commission for investigation and report;

NOW THEREFORE, pursuant to Section 140 of the *Labour Relations Act*, I hereby appoint an Industrial Inquiry Commission, composed of John F. Roil, Q.C., as Inquiry Chairperson, and V. Randell J. Earle, Q.C., and Brian R. Gatien as Inquiry Members, to inquire into and investigate the following industrial matters at Voisey's Bay, Labrador:

1. the positions of the parties in relation to the outstanding collective bargaining issues;
2. the factors which have led to the existing labour-management relations climate at the Voisey's Bay project site in Labrador and options to improve these relations;
3. the identification of local, provincial, national or international matters that may be contributing factors in this dispute;
4. a discussion of any impacts this dispute may be having on other labour-management relationships;
5. a discussion of the ramifications of this dispute, and its costs to the Province and the parties involved;
6. the options to resolve this dispute, including proposed terms of settlement, should the parties fail to conclude a collective agreement before the filing of the Commission's report; and,
7. other matters the Commission may deem appropriate.

The Commission shall report its findings together with such recommendations as it may deem necessary to the Minister by a date not to exceed two months from the date of this appointment unless otherwise extended by the Minister.

Dated at St. John's this 23 day of October, 2010.

  
SUSAN SULLIVAN  
Minister Responsible for the  
Labour Relations Agency