

ORIGINAL

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SECRETARY OF THE  
COMMISSION

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FEDERAL ENERGY  
REGULATORY COMMISSION

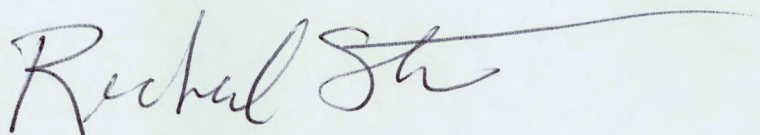
Debbie-Anne A. Reese, Acting Secretary  
Federal Energy Regulatory Commission  
888 First Street NE, Room 1-A  
Washington DC 20426

Dear Acting Secretary Reese:

Please find written comments submitted by the "Teamsters National Pipeline Labor Management Cooperation Trust" on the FERC's "Northern Lights 2025 Expansion Project" (**Docket No. CP24-60-000**).

If you have any questions I can be reached at (703) 508-8690.

Sincerely,

A handwritten signature in dark ink, appearing to read "Richard Stern", with a long horizontal flourish extending to the right.

Richard Stern, Administrator  
Teamsters National Pipeline Labor  
Management Cooperation Trust

Enclosures



This submission is for the FERC "Notice Of Schedule For The Preparation Of An Environmental Assessment For The Northern Lights 2025 Expansion Project, herein referred to as "Project". (Docket Number CP24-60-000))

On behalf of Teamsters Local Union 346 domiciled in Duluth, Minnesota and whose local union pipeline construction members living in the area where the work on the project is to be performed **we support the construction of the "Project"**.

Teamsters Local Union 346 has pipeline construction work jurisdiction in both the states of Minnesota and Wisconsin.

We have contractors who specialize in pipeline work that involve rivers, wetlands and waterways.

Our trained Teamster workforce operates specialized equipment in a skilled and environmentally friendly manner.

Also, the Teamster Pipeliners who reside in Minnesota and Wisconsin where the Project would be constructed also fish and hunt in these states.

Therefore, they value protecting the environment while doing the construction and restoring the land associated with the project so they can continue to participate in these recreational activities.

Our collective bargaining agreement has a formal "Drug and Alcohol" Policy. A drug and alcohol free work force is less likely to have accidents or damage the environment since they will not work under the influence of drugs or alcohol that can



negatively impact their judgment and quality of the work.  
(Exhibit A)

According to our collective bargaining agreement our workers must be qualified. The contractors demand strict adherence to this language. (Exhibit B)

This ensures a more skilled and trained workforce so it is less likely there will be any environmental issue.

We have certified Training Instructors and a training program specific to the pipeline construction industry stressing quality of work and environmental awareness.

Our Teamsters Training Director is a resident of Minnesota

Training not only includes Defensive Driving techniques but often-formal classroom instruction in addition to specific equipment training. We have done extensive pipeline training in Minnesota including Native Americans. (Exhibit C)

Some of our Trainers have been cited by outside Safety Organizations for their expertise and training skills. (Exhibit D)

Many Teamster workers on the "Project" will be Veterans coming out of Veteran Programs we participate in to recruit our former military men and women. (Exhibit E)

These Teamster Veterans are disciplined and taught about being aware of their natural surroundings both while serving in the military and undergoing our training programs.



Our training program, veterans program, high wages and employer paid health insurance and pensions only enhance our Union Contractors ESG score. (Exhibit F)

In addition, the high rates of union pay will result in spending on local businesses as our workers spend their money for food and other commodities. The local spending of our Teamster Pipeliners at local businesses will have a multiplier effect in all the counties where the work is being performed and the surrounding area economies.

In addition, each government entity will receive income taxes from our members most who reside in Minnesota.

Also, technological developments in pipeline design and increased safety regulations have made pipelines built today safer than older lines. Modern pipelines, in particular, offer valuable safety features including improved pipe coating that protects against corrosion, more secure welding techniques, and mechanical devices that travel through the pipelines to identify safety risks.

Finally, our collective bargaining agreement as noted earlier provide trained workers, which ensures the U.S. pipeline infrastructure is built and maintained according to the most up-to-date, safe, and efficient standards-----at a significant benefit to the public at large.



EXHIBIT A



b. Separately, if no mutual agreement, and the Association will submit a written statement setting out the Employer's position and the Union will submit a written statement setting out the Union's position.

4. All information submitted to the Arbitrator will be in writing. No personal appearances or oral testimony will be allowed. The Arbitrator will then issue, within five (5) days, a decision based upon the evidence submitted.

(G) The Union and the Employer involved shall bear the expense of their appointed Arbitrators. In the event an Arbitrator from the Federal Mediation and Conciliation Service is selected, then the Union and the Employer shall be jointly responsible for that person's expenses.

(H) In the event Employer fails or refuses to comply with the grievance procedure set out hereinabove, the provisions of Article IX shall not be binding upon Union. If Union fails or refuses to comply with the grievance procedure set out hereinabove, the Employer shall have the right to declare this entire Agreement null and void.

## **XII. SPECIAL CONDITIONS**

In order to be more competitive in certain areas of the country, the PLCA and the Union may mutually agree to put into effect special wages and conditions for specific areas or projects. These special wages and conditions will apply to the areas or projects involved for the period of time to be established by the principal parties.

## **XIII. DRUG AND ALCOHOL TESTING**

(A) A Substance Abuse Policy has been negotiated by the PLCA and the International Brotherhood of Teamsters and is attached hereto and made a part of this Agreement as Schedule "C".

(B) If an Employee fails a pre-employment drug or alcohol test and is so notified by 9:00 a.m. on the fifth business day following the day of taking the test, then the Employee's wage rate shall not be the hourly wage rate set forth in this Agreement. Instead, the Employee shall be paid wages at a flat rate of \$90 per day worked (but in no event less than the applicable minimum wage) for all days worked prior to receiving such notification (not to exceed five (5) days) and for which no wages have yet been paid as required by this Agreement. If subsequent testing reveals a false positive, the Employee will be entitled to full compensation for the period he worked and reinstatement. The results of all tests will be kept confidential between the Employee, the Employer and the Union.

## **XIV. TRAINING/DOT RULES**

(A) Training – The Trustees of the Teamsters National Pipeline Training Fund will develop a National Pipeline Training Program for Teamsters to train in operating pipeline equipment in areas of high pipeline construction.



EXHIBIT B



a. Nothing in this Agreement shall affect the Employer's inherent right to determine the competence and qualifications of applicants for employment or of his employees and his right to reject or discharge accordingly.

b. The selection of applicants for referral to jobs shall be based on a non-discriminatory basis and shall not be based on or in any way affected by union membership, by-laws, regulations, constitutional provisions, or any other aspect or obligation of union membership, policy or requirement.

c. Workmen referred under Article II to the contractor's job who are not able to perform the job to which they are referred because of their own lack of qualifications, or for some other reason which is the workman's own responsibility, shall not be paid show-up time.

d. Qualified applicants required by Employer at the start of the job must be referred by a local referral office within 48 hours of the receipt of Employer's request; those required by Employer after a job has started must be referred by a local referral office within 24 hours of the receipt of Employer's request. If the local referral office fails to comply with this condition, Employer may secure qualified applicants from any other source. **Qualified applicants under this section must have the following:**

- (i) Proper federal and state licenses;
- (ii) Proper OQ credentials where necessary;
- (iii) Pipeline or general construction work experience relevant to pipeline work or completion of a certified pipeline training course operated or approved by the Teamsters Pipeline Training Fund. The Teamsters and PLCA also agree they will jointly review the training program on a 6-month basis.
- (iv) Compliance with company Employee and safety policy standards. These policy standards will be provided by each Employer at the pre-job conference.

2. In the event there is no valid exclusive referral procedure established in the area where the particular job is to be done or the proper conditions set out hereinabove have not been met by the referral procedure which has been established, Employer will at the pre-job conference notify Union, as one of the sources from which men are to be recruited, as to the number of men who will be needed in addition to his Regular Employees. Employer shall give preference in employment to men in the area who have had previous pipeline construction experience. It is understood that Employer may also recruit men from other sources, will hire all employees at the job site in a non-discriminatory manner, and shall have the absolute right to determine the competence and qualifications of applicants and employees and to reject and discharge accordingly.

3. Once the original crew has been employed, Employer shall have the right to keep such crew on all the work throughout the territory covered by the particular job for which the pre-job conference was held, regardless of local union jurisdiction.



EXHIBIT C



# 2021 PIPELINE TRAINING

DATE	TRAINING	PAGE	DAYS	LOCATION	COMPANY	LOCAL	TRAINED	MALE	FEMALE	MINORITY	TOTAL TRAINED
12/2/2020 TO 1/26/2021	CDL	<a href="#">SHEET 2</a>	29	CADDO KIOWA TECHNOLOGY CENTER FORT COBB, OK	PONCA & KIOWA TRIBES		6	5	1		6
1/5/2021	SAFETY MEETING	<a href="#">SHEET 3</a>	1	LINE 3 - SPREAD 2 BEMIDJI, MN	PRECISION PIPELINE		57				63
1/5/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 4</a>	1	LINE 3 - SPREAD 2 BEMIDJI, MN	PRECISION PIPELINE		3				64
1/6/2021	SAFETY MEETING	<a href="#">SHEET 5</a>	1	LINE 3 - SPREAD 3 BACKUS, MN	PRECISION PIPELINE		48				114
1/6/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 6</a>	1	LINE 3 - SPREAD 3 BACKUS, MN	PRECISION PIPELINE		3				117
1/7/2021	SAFETY MEETING	<a href="#">SHEET 7</a>	1	LINE 3 - SPREAD 4 HILL CITY, MN	PRECISION PIPELINE		75				192
1/7/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 8</a>	1	LINE 3 - SPREAD 4 HILL CITY, MN	PRECISION PIPELINE		3				195
1/8/2021	SAFETY MEETING	<a href="#">SHEET 9</a>	1	LINE 3 - SPREAD 5 CARLTON, MN	PRECISION PIPELINE		50				245
1/9/2021	ESCORT DRIVER		1				1				246
1/12/2021	SAFETY MEETING	<a href="#">SHEET 10</a>	1	LINE 3 - SPREAD 1 THEIF RIVER FALLS, MN	MICHEL'S		111				357
1/13/2021	SAFETY MEETING	<a href="#">SHEET 11</a>	1	LINE 3 - SPREAD 4 HILL CITY, MN	PRECISION PIPELINE		10				367
1/30/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 12</a>	1	ENBRIDGE LINE 3 - SPREAD 3 BACKUS, MN	PRECISION PIPELINE		1	1			368
2/3/2021	SAFETY MEETING	<a href="#">SHEET 13</a>	1	LINE 3 - SPREAD 5 CARLTON, MN	PRECISION PIPELINE		75				443
2/24/2021	SAFETY MEETING	<a href="#">SHEET 14</a>	1	LINE 3 - SPREAD 4 HILL CITY, MN	PRECISION PIPELINE		64				507



2/25/2021	SAFETY MEETING	<a href="#">SHEET 15</a>	1	LINE 3 - SPREAD 5 CARLTON, MN	PRECISION PIPELINE		53				560
2/26/2021	SAFETY MEETING	<a href="#">SHEET 16</a>	1	LINE 3 BACKUS, MN	PRECISION PIPELINE		69				629
2/27/2021	SAFETY MEETING	<a href="#">SHEET 17</a>	1	LINE 3 - SPREAD 4 HILL CITY, MN	PRECISION PIPELINE		12				641
3/2/2021	SAFETY MEETING	<a href="#">SHEET 18</a>	1	LINE 3 - SPREAD 2 BEMIDJI, MN	PRECISION PIPELINE		72				713
3/3/2021	SAFETY MEETING	<a href="#">SHEET 19</a>	1	ENBRIDGE LINE 3 - SPREAD 1 THIEF RIVER FALLS, MN	MICHEL'S		30				745
4/12-4/14/2021	GRAPPLE TRAINING	<a href="#">SHEET 20</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		4	<u>4</u>			749
4/12-4/14/2021	FORKLIFT TRAINING	<a href="#">SHEET 21</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		3	<u>1</u>	<u>2</u>		752
4/14/2021	RESPECT MINNESOTA	<a href="#">SHEET 40</a>	1	PRECISION YARD BEMEDJI, MN			7	<u>5</u>	<u>2</u>		759
4/15-4/17/2021	GRAPPLE TRAINING	<a href="#">SHEET 22</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		3	<u>2</u>	<u>1</u>		762
4/15-4/17/2021	FORKLIFT TRAINING	<a href="#">SHEET 23</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		4	<u>4</u>			766
4/19-4/21/2021	GRAPPLE TRAINING	<a href="#">SHEET 24</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		3	<u>3</u>			769
4/19-4/21/2021	FORKLIFT TRAINING	<a href="#">SHEET 25</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		4	<u>4</u>			773
4/21/2021	RESPECT MINNESOTA	<a href="#">SHEET 41</a>	1	PRECISION YARD BEMEDJI, MN			7	<u>7</u>			780
4/22-4/24/2021	GRAPPLE TRAINING	<a href="#">SHEET 26</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		3	<u>3</u>			783
4/22-4/24/2021	FORKLIFT TRAINING	<a href="#">SHEET 27</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		3	<u>3</u>			786
4/26-4/28/2021	GRAPPLE TRAINING	<a href="#">SHEET 28</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		4	<u>4</u>			790
4/26-4/28/2021	FORKLIFT TRAINING	<a href="#">SHEET 29</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		6	<u>6</u>			796
4/28/2021	RESPECT MINNESOTA	<a href="#">SHEET 42</a>	1	PRECISION YARD BEMEDJI, MN			10	<u>10</u>			806
4/29-5/1/2021	GRAPPLE TRAINING	<a href="#">SHEET 30</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		4	<u>4</u>			810
4/29-5/1/2021	FORKLIFT TRAINING	<a href="#">SHEET 31</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		4	<u>4</u>			814
5/3-5/4/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 32</a>	2	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		1		<u>1</u>		815
5/5/2021	PILOT CAR TRAINING	<a href="#">SHEET 35</a>	2	ENBRIDGE LINE 3 GRAND RAPIDS, MN			14	<u>5</u>	<u>9</u>		829
5/6-5/8/2021	GRAPPLE TRAINING	<a href="#">SHEET 33</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		6	<u>6</u>			835
5/6-5/8/2021	FORKLIFT TRAINING	<a href="#">SHEET 34</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		2		<u>2</u>		837



5/10-5/12/2021	GRAPPLE TRAINING	<a href="#">SHEET 36</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		4	4		841
5/10-5/12/2021	FORKLIFT TRAINING	<a href="#">SHEET 37</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		7	7		848
5/12/2021	RESPECT MINNESOTA	<a href="#">SHEET 43</a>	1	PRECISION YARD BEMEDJI, MN			11	11		859
5/13-5/15/2021	GRAPPLE TRAINING	<a href="#">SHEET 38</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		3	3		862
5/13-5/15/2021	FORKLIFT TRAINING	<a href="#">SHEET 39</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3		3	3		865
6/16/2021	SAFETY MEETING	<a href="#">SHEET 44</a>	1	ANACONDA, MT	MICHEL'S		5			870
6/16/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 45</a>	1	ANACONDA, MT			1	1	1	871
6/21/2021	SAFETY MEETING	<a href="#">SHEET 46</a>	1	PRECISION YARD BEMIDJI, MN	LINE 3		81			952
6/21/2021	SAFETY MEETING	<a href="#">SHEET 47</a>	1	PRECISION YARD BACKUS, MN	PRECISION PIPELINE LINE 3 ENBRIDGE LINE 3 GORDON CONSTRUCTION		114			1066
6/22/2021	SAFETY MEETING	<a href="#">SHEET 48</a>	1	PE BEN YARD MINNESOTA	PE BEN SPREAD 2 LINE3 ENBRIDGE		9			1075
6/23/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 49</a>	1		PRECISION PIPELINE		2	2	1	1077
6/23/2021	SAFETY MEETING	<a href="#">SHEET 50</a>	1	PRECISION YARD SPREAD 4 LINE 3 GRAND RAPIDS, MN	ENBRIDGE		62			1139
6/24/2021	SAFETY MEETING	<a href="#">SHEET 51</a>	1	PRECISION YARD SPREAD 5 LINE 3	PRECISION PIPELINE		68			1207
7/10/2021	ESCORT TRAINING	<a href="#">SHEET 61</a>	1				1			1208
7/13/2021 -AM	SAFETY MEETING	<a href="#">SHEET 52</a>	1	MVP SOUTH SPREAD 5 & 6 RIPLEY, WV	HENKELS & MCCOY		82			1290
7/13/2021 -PM	SAFETY MEETING	<a href="#">SHEET 53</a>	1	MVP SOUTH SPREAD 7 & 8 RIPLEY, WV	HENKELS & MCCOY		80			1370
7/14/2021	SAFETY MEETING	<a href="#">SHEET 54</a>	1	MVP NORTH HANNIBAL, OH	HENKELS & MCCOY		162			1532
7/15/2021	SAFETY MEETING	<a href="#">SHEET 55</a>	1	SPREAD A 18001 BRIDGEPORT, WV	PRECISION PIPELINE		20			1552
7/16/2021	SAFETY MEETING	<a href="#">SHEET 56</a>	1	MVP SUTTON, WV	PRECISION PIPELINE		14			1566
7/17/2021	SAFETY MEETING	<a href="#">SHEET 57</a>	1	MVP PEMBROKE, VA	PRECISION PIPELINE		50			1616
7/19/2021	SAFETY MEETING	<a href="#">SHEET 58</a>	1	SPREAD H ELLISTON, WV	PRECISION PIPELINE		38			1654
7/20/2021	MOROOKA TRAINING	<a href="#">SHEET 59</a>	4 HRS	BRIDGEPORT, WV	PRECISION PIPELINE		14			1668
7/20/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 60</a>	1	BRIDGEPORT, WV	PRECISION PIPELINE		2			1670
8/16/2021	CDL TRAINING - CLASSROOM	<a href="#">SHEET 62</a>	10	REDBY, MN	RED LAKE NATION TERO OFFICE		4	4	4	1675
9/22/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 63</a>	1	CHEYENNE, WY	PGI PROJECT		3	2	1	1678
9/24/2021	SAFETY MEETING	<a href="#">SHEET 64</a>	1	LOVELAND, CO	TG MERCER		16			1694
9/24/2021	SAFETY MEETING	<a href="#">SHEET 65</a>	1	CHEYENNE, WY	PRICE GREGORY		38			1732



5/10-5/12/2021	GRAPPLE TRAINING	<a href="#">SHEET 36</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3	4	4		841
5/10-5/12/2021	FORKLIFT TRAINING	<a href="#">SHEET 37</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3	7	7		848
5/12/2021	RESPECT MINNESOTA	<a href="#">SHEET 43</a>	1	PRECISION YARD BEMEDJI, MN		11	11		859
5/13-5/15/2021	GRAPPLE TRAINING	<a href="#">SHEET 38</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3	3	3		862
5/13-5/15/2021	FORKLIFT TRAINING	<a href="#">SHEET 39</a>	3	PRECISION YARD BEMEDJI, MN	PRECISION PIPELINE LINE 3	3	3		865
6/16/2021	SAFETY MEETING	<a href="#">SHEET 44</a>	1	ANACONDA, MT	MICHEL'S	5			870
6/16/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 45</a>	1	ANACONDA, MT		1	1	1	871
6/21/2021	SAFETY MEETING	<a href="#">SHEET 46</a>	1	PRECISION YARD BEMIDJI, MN	LINE 3	81			952
6/21/2021	SAFETY MEETING	<a href="#">SHEET 47</a>	1	PRECISION YARD BACKUS, MN	PRECISION PIPELINE LINE 3 ENBRIDGE LINE 3 GORDON CONSTRUCTION	114			1066
6/22/2021	SAFETY MEETING	<a href="#">SHEET 48</a>	1	PE BEN YARD MINNESOTA	PE BEN SPREAD 2 LINE3 ENBRIDGE	9			1075
6/23/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 49</a>	1		PRECISION PIPELINE	2	2	1	1077
6/23/2021	SAFETY MEETING	<a href="#">SHEET 50</a>	1	PRECISION YARD SPREAD 4 LINE 3 GRAND RAPIDS, MN	ENBRIDGE	62			1139
6/24/2021	SAFETY MEETING	<a href="#">SHEET 51</a>	1	PRECISION YARD SPREAD 5 LINE 3	PRECISION PIPELINE	68			1207
7/10/2021	ESCORT TRAINING	<a href="#">SHEET 61</a>	1			1			1208
7/13/2021 -AM	SAFETY MEETING	<a href="#">SHEET 52</a>	1	MVP SOUTH SPREAD 5 & 6 RIPLEY, WV	HENKELS & MCCOY	82			1290
7/13/2021 -PM	SAFETY MEETING	<a href="#">SHEET 53</a>	1	MVP SOUTH SPREAD 7 & 8 RIPLEY, WV	HENKELS & MCCOY	80			1370
7/14/2021	SAFETY MEETING	<a href="#">SHEET 54</a>	1	MVP NORTH HANNIBAL, OH	HENKELS & MCCOY	162			1532
7/15/2021	SAFETY MEETING	<a href="#">SHEET 55</a>	1	SPREAD A 18001 BRIDGEPORT, WV	PRECISION PIPELINE	20			1552
7/16/2021	SAFETY MEETING	<a href="#">SHEET 56</a>	1	MVP SUTTON, WV	PRECISION PIPELINE	14			1566
7/17/2021	SAFETY MEETING	<a href="#">SHEET 57</a>	1	MVP PEMBROKE, VA	PRECISION PIPELINE	50			1616
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9/22/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 63</a>	1	CHEYENNE, WY	PGI PROJECT	3	2	1	1678
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9/24/2021	SAFETY MEETING	<a href="#">SHEET 65</a>	1	CHEYENNE, WY	PRICE GREGORY	38			1732



9/27/2021	SAFETY MEETING	<a href="#">SHEET 66</a>	1	WATFORD CITY, ND	MICHEL'S		51				1783
9/20/2021	BTW-TRAINING	<a href="#">SHEET 67</a>	10	REDBY, MN	RED LAKE NATION TERO OFFICE		3	3		3	1786
10/6/2021	FORKLIFT RECERTIFICATION	<a href="#">SHEET 68</a>	1	CHEYENNE, WY	PGI PROJECT		1		1		1787
10/9/2021	SAFETY MEETING	<a href="#">SHEET 69</a>	1	WYOMING	TALL GRASS PROJECT		34				1821



# 2022 PIPELINE TRAINING

[illegible]



# 2023 PIPELINE TRAINING

DATE	TRAINING	PAGE	DAYS	LOCATION
2/26-2/27/2023	FORKLIFT	<a href="#">SHEET 2</a>	2	YOUNGSTOWN, OH
2/28-3/1/2023	FORKLIFT	<a href="#">SHEET 3</a>	3	YOUNGSTOWN, OH
3/5/2023	LOAD SECUREMENT	<a href="#">SHEET 4</a>	1	CLEVELAND, OH
3/27-3/29/2023	DUMP TRUCK	<a href="#">SHEET 5</a>	3	KANSAS CITY, MO
3/30-4/1/2023	DUMP TRUCK	<a href="#">SHEET 6</a>	3	KANSAS CITY, MO
4/3-4/5/2023	DUMP TRUCK	<a href="#">SHEET 7</a>	3	KANSAS CITY, MO
4/6-4/7/2023	DUMP TRUCK	<a href="#">SHEET 8</a>	2	KANSAS CITY, MO
5/12/2023	SAFETY TRAINING	<a href="#">SHEET 9</a>	1	VALPARASO, IN
6/12-6/16/2023	STRINGER TRAINING	<a href="#">SHEET 10</a>	5	SHERMAN, TX
6/17-6/21/2023	STRINGER TRAINING	<a href="#">SHEET 11</a>	5	DUN TRANSPORTATION SHERMAN, TX
6/21-6/24/2023	STRINGER TRAINING	<a href="#">SHEET 12</a>	4	DUN TRANSPORTATION SHERMAN, TX
7/7/2023	FORKLIFT RECERTIFICATION	<a href="#">SHEET 13</a>	1	WEST VIRGINIA
7/10/2023	LOAD SECUREMENT	<a href="#">SHEET 14</a>	1	MVP SPREAD C&D SUTTON, WV
7/10/2023	FORKLIFT RECERTIFICATION	<a href="#">SHEET 15</a>	1	SULTON, WV
7/25/2023	CERTIFICATION/RECERTIFICATION	<a href="#">SHEET 16</a>	1	GRAND RAPID, MI LINE 3 CLEAN UP
7/27/2023	RECERTIFICATION	<a href="#">SHEET 17</a>	1	HASLETT, MI
8/17/2023	LOAD SECUREMENT - SAFETY/DEFENSIVE DRIVING	<a href="#">SHEET 18</a>	1	BAGLEY, MN
8/18/2023	LOAD SECUREMENT - SAFETY/DEFENSIVE DRIVING	<a href="#">SHEET 19</a>	1	BACKUS, MN
8/22/2023	LOAD SECUREMENT	<a href="#">SHEET 20</a>	1	LINE 3 BACKUS, MN
10/12/2023	SAFETY/DOT/DEFENSIVE DRIVING	<a href="#">SHEET 21</a>	1	MVP SPREAD BRIDGEPORT, WV
10/13/2023	SAFETY/DOT/DEFENSIVE DRIVING	<a href="#">SHEET 22</a>	1	MVP SPREAD BLUE BIRD YARD SUTTON, WV
10/14/2023	SAFETY/DOT/DEFENSIVE DRIVING	<a href="#">SHEET 23</a>	1	MVP SPREAD MAIN YARD SUTTON, WV
10/14/2023	FORKLIFT CERTIFICATION	<a href="#">SHEET 24</a>	1	SUTTON, WV
10/16/2023	SAFETY/DOT/DEFENSIVE DRIVING	<a href="#">SHEET 25</a>	1	MVP SPREAD PEMBROKE, WV
10/17/2023	SAFETY/DOT/DEFENSIVE DRIVING	<a href="#">SHEET 26</a>	1	MVP SPREAD H ELLISTON, VA
10/18/2023	SAFETY/DOT/DEFENSIVE DRIVING	<a href="#">SHEET 27</a>	1	MVP SPREAD 1-TON YARD ROCKY MOUNT, VA



10/18/2023	SAFETY/DOT/DEFENSIVE DRIVING	<a href="#">SHEET 28</a>	1	MVP SPREAD TRUCK YARD ROCKY MOUNT, VA
11/21/2023	SAFETY/DOT/DEFENSIVE DRIVING	<a href="#">SHEET 29</a>	1	TRUCK YARD HEMPSTEAD, TX
12/20/2023	FORKLIFT RECERTIFICATION	<a href="#">SHEET 30</a>	1	ENBRIDGE - LINE 3



EXHIBIT D



----- Forwarded Message -----

**From:** "nscuniversity@nsc.org" <nscuniversity@nsc.org>  
**To:** "mike.laborde@yahoo.com" <mike.laborde@yahoo.com>  
**Cc:** "DDCeLearningAdmin@nsc.org" <DDCeLearningAdmin@nsc.org>  
**Sent:** Sat, Jan 25, 2020 at 12:05 PM  
**Subject:** CONGRATULATIONS! You've completed Instructor Certification

Dear Michael,

Congratulations! You have successfully completed Instructor Certification for Professional Truck Driver (PTD); you are on your way to becoming a part of a growing network of NSC driver safety instructors responsible for saving lives!

**Please provide this email to your training center immediately.** Your NSC Instructor Card will be mailed in the next 2-3 weeks.

As a certified NSC DDC Instructor, you have agreed to fully comply with the DDC Instructor Commitments and as a reminder, you will work with your Training Center to have your first two classes observed by a current NSC Certified Instructor. It is very important you are teaching the course as designed so being observed twice helps your students receive the most effective program possible.

Welcome to the NSC family and thank you for helping to eliminate preventable deaths in our lifetime.

Regards,

The National Safety Council Driver Safety Team



CSOD SYSTEM ID: 188057





MINNESOTA SAFETY COUNCIL

## Powered Industrial Truck/All Terrain Forklift Trainer Certification

***Mike LaBorde***

Was trained and has met all Training and Qualification requirements for a Powered Industrial Truck/All Terrain Forklift Trainer in Accordance with the Requirements of 29 CFR 1910.178 and ANSI B.56 on June 12, 2020

William R Schreiner

Minnesota Safety Council



Chapter of the National Safety Council

474 Concordia Avenue, St. Paul, Minnesota 55103-2430 | 651-291-9150/800-444-9150 | Fax: 651-291-7584  
Email: [mssc@minnesotasafetycouncil.org](mailto:mssc@minnesotasafetycouncil.org) | [www.minnesotasafetycouncil.org](http://www.minnesotasafetycouncil.org)





# CERTIFICATE OF COMPLETION

**Michael LaBorde**

**Successfully Completed**

**First Aid, CPR & AED eLearning - 8th Edition**

The bearer of this provisional certificate has completed the e-learning portion of the National Safety Council's First Aid, CPR & AED eLearning - 8th Edition program. Skills practice and testing must be successfully completed with an authorized NSC First Aid instructor to become certified in First Aid, CPR & AED eLearning - 8th Edition.

**Awarded** 9/19/2023  
**Expires** 9/19/2025  
**Control #** 67302



**Save lives, from the workplace to anyplace.™**



PLACE  
STAMP  
HERE

## About Pipeline Training

The Teamsters National Pipeline Agreement (TNPA) is a labor agreement covering all pipeline construction work in the United States. Pay rates under this agreement are based on "local rates" or composite rates if the work encompasses several Teamster jurisdictions. The typical work day is 10 hours a day six days a week.

When a project is in a local area, the local union with jurisdiction who can staff the project will refer local members to the contractor. In this case local hires are paid local wages and fringe benefits go to the appropriate local fringe benefit fund.

Teamsters National Pipeline



## Teamsters National Pipeline

A Common Effort between the  
International Brotherhood of  
Teamsters and The Pipeline  
Contractors Association







## About Us

Since 1903, the Teamsters labor union has helped millions of workers achieve the American dream. Their success is a testament to those who came before, who united to form a labor movement. These workers fought for the rights and privileges that many Americans take for granted today. For instance, without the solidarity of unions, there would be no weekends, no pensions, and no health insurance.

The pipeline construction industry must confront many competitive and technical challenges including the need to increase the work opportunities for union construction, the need to increase the efficiency of the pipeline construction industry, the need to foster more harmonious relationships between IBT and its affiliates and the PLCA and its members, the increasingly hazardous nature of the work, the need for specially-trained IBT members, the extent of government regulation, and the necessity to protect public health and safety.

## Training Courses

### Stringer Truck Driver

The Stringer Truck Driver course is designed to train Class A Commercial Drivers to safely transport pipe using steering trailers in both on road and off road situations. Training will include General Safety, Pre-trip Inspections, Stretching and Shorting the Trailer and Adjusting Steering Cables. The course is taught in both classroom and field formats. Course length is 24 hours.

### Crew Bus

The Crew Bus Driver course will teach drivers to safely operate a crew bus and to prepare them to take the Passenger Endorsement in their home state. The course is taught in both classroom and field formats. Course length 8 hours.



### Fork Lift

The Fork Lift course addresses lift truck operation safety in pipeline operations and in accordance with OSHA requirements. The course is taught in both classroom and field formats. Training can include both warehouse, lay down yard and rough terrain situations. Course length 8 hours.

### Fueler

The Fueler course focuses on HAZ-MAT training and various fuels and compressed gases used in pipeline construction. Course length 8 hours.



### Additional Equipment

There is a host of "trucks" used on a pipeline construction job. This can include Lowboy, Flatbed or Float, Drop-deck, Dump Truck, Morooka and a host of other different combination vehicles. The driver must have a Class "A" or Class "B" CDL depending on the type of truck used.

## Contact Us

To Contact Teamsters National Pipeline Please use the Contact Form on our website.

Visit us on the web at:  
[www.teamsterspipeline.com](http://www.teamsterspipeline.com)



EXHIBIT E





## International Brotherhood of Teamsters Veteran Registration

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ Cell: \_\_\_\_\_

\_\_\_\_\_  
City State Zip E-mail: \_\_\_\_\_

Are you a veteran? Yes / No What dates did you serve? \_\_\_\_\_

In which branch of the military did you serve? (Circle one)

Army

Marines

Navy

Coast Guard

Air Force

How long have you been a Teamster? \_\_\_\_\_

What Joint Council are you affiliated with? \_\_\_\_\_ What is your local? \_\_\_\_\_

Who is your current employer? \_\_\_\_\_

Are you currently receiving benefits for service-related disabilities? Yes / No

Do you require assistance to pursue or file a disability claim? Yes / No

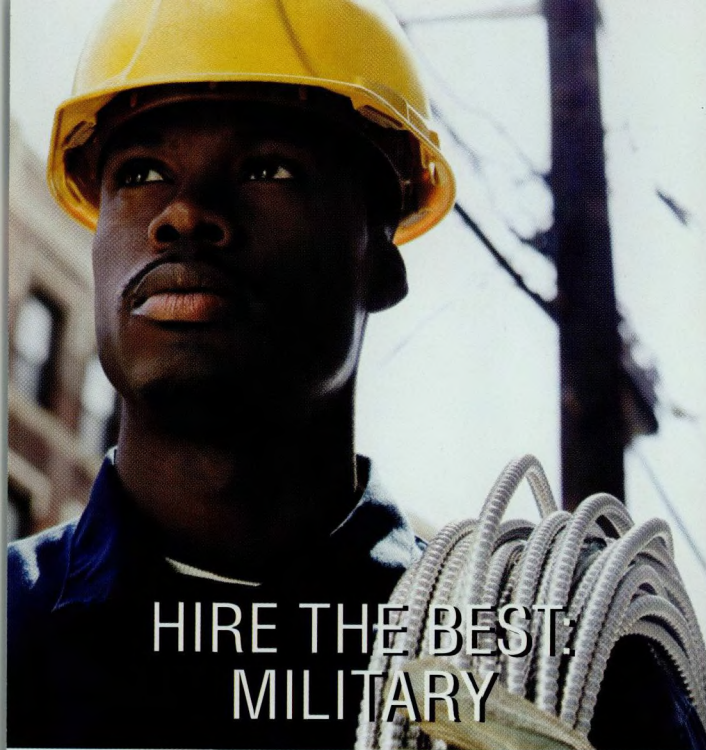
Do you want to receive updates on disability benefits or presumptive disease issues? Yes / No

*Claims and disability filings will be done through certified claims representatives. All information regarding your filing(s) is confidential between you and a certified claims representative.*

*Thank you for your service to our country. We hope the resources available are beneficial to you and your family.*

**Please return your completed form via mail or fax to:** Teamsters Building and Construction Trades Division, 25 Louisiana Avenue, NW, Washington, D.C. 20001, or fax (202) 624-8107.





## HIRE THE BEST: MILITARY

If you're looking for top candidates for your organization, you're in the right place. Helmets to Hardhats helps to place quality men and women from the Armed Forces into promising building and construction careers.

America's service members have proven themselves to be dedicated, hard working and capable in some of the most difficult and challenging places and situations imaginable. Now, as they transition out of the service, they are looking to put their many skills and experiences to work helping to build America.



These Helmets to Hardhats partners are ready to serve you.

International Association of Heat and Frost Insulators and Allied Workers  
 International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers  
 International Union of Bricklayers and Allied Craftworkers  
 United Brotherhood of Carpenters and Joiners of America  
 International Brotherhood of Electrical Workers  
 International Union of Elevator Constructors  
 International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers  
 Laborers' International Union of North America  
 International Union of Operating Engineers  
 Operative Plasterers' and Cement Masons' International Association of the United States and Canada  
 International Union of Painters and Allied Trades  
 United Union of Roofers, Waterproofers and Allied Workers  
 Sheet Metal Workers' International Association  
 International Brotherhood of Teamsters  
 United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada

### Contractor Associations

Finishing Contractors Association  
 International Council of Employers of Bricklayers and Allied Craftworkers  
 Mechanical Contractors Association of America  
 National Association of Construction Boilermakers Employers  
 National Electrical Contractors Association  
 North American Contractors Association  
 Sheet Metal and Air Conditioning Contractors National Association  
 The Association of Union Constructors



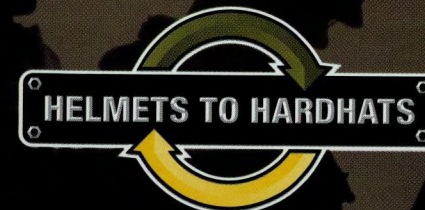
[www.helmetstohardhats.org](http://www.helmetstohardhats.org)

CMRAVE conforms to the applicable provisions of the Civil Rights Act and the Rehabilitation Act.



## THEY DEFENDED AMERICA, NOW LET THEM HELP YOU BUILD IT

HIRE MILITARY TALENT FOR  
CAREERS IN CONSTRUCTION



[www.helmetstohardhats.org](http://www.helmetstohardhats.org)

866-741-6210



Helmets to Hardhats is the fastest way for building and construction trades organizations to find and hire the best transitioning military service members



## EVERYTHING YOU NEED

- Well trained
- Disciplined
- Dependable
- Resourceful
- Hard working
- Proven performers
- Tough
- Creative
- Mission-focused
- Team players

## GET STARTED

The first step in finding and hiring transitioning service members for the building and construction trades industry is establishing a free account on [www.helmetstohardhats.org](http://www.helmetstohardhats.org). Your account will enable you to post jobs and apprenticeship opportunities to the Helmets to Hardhats website and gives you access to resumes posted by transitioning service members.

## TRANSITION INTO THE RIGHT POSITION

Some service members will come to you already expertly trained in construction trade skills, ready for more senior positions. Others may require training. All will possess the dedication and discipline required to allow them to achieve success in your training programs and on the job.

## EDUCATION

Helmets to Hardhats recommends only the highest quality apprenticeship programs with well-resourced training centers. Many service members leave the military eligible for the G.I. Bill to help them pay for their training and education. For more information on veterans benefits, go to:

<http://Info.helmetstohardhats.org/content/veteran-benefits/>

## APPRENTICESHIP

Many candidates are interested in entering apprenticeship programs where they can earn a paycheck while training to become a master craftsman. They are as serious about learning their trade as they were about defending their country. This dedication will show in their performance in the classroom and on the job.

# YOUR FREE SOURCE FOR TOP-QUALITY CANDIDATES

**“The Helmets to Hardhats program is an important investment in our country's future. The men and women of our armed services deserve the best opportunities for construction careers after completing their service to our country. Veterans comprise the best of the best. They are motivated, responsible, and ready and willing to rebuild our country after they have served and fought for our country.”**

— Iz Cakrane  
Vice President, Corporate Labor Relations  
URS Washington Division



**“Another generation of young and dedicated American men and women has been placed in harm's way to protect our way of life. Because we ask a great sacrifice of these young men and women, our unions and our industry is prepared to assist them when they need us the most. Providing them with stable and secure career opportunities is the least we can do long after the guns fall silent and the memories of this war have faded.”**

— Mark Ayers, President,  
Building and Construction Trades Department,  
AFL-CIO



EXHIBIT F



# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

## MAINLINE RATES

### 2023-26 NATIONAL PIPELINE AGREEMENT

### MINNESOTA – STATEWIDE (LOCAL 346)

	<u>5/1/22-5/30/22</u>	<u>5/30/22-5/14/23</u>	<u>5/14/23-6/4/23</u>	<u>6/4/23-4/28/24</u>	<u>4/29/24-6/1/24</u>	<u>6/2/24-5/4/25</u>
GROUP 1*	\$27.79	\$29.29	\$29.09	\$30.71	\$31.53	\$32.70
GROUP 2	\$25.82	\$27.32	\$27.12	\$28.68	\$29.50	\$30.67
GROUP 3	\$25.23	\$26.73	\$26.53	\$28.08	\$28.90	\$30.07
H&W	\$12.32	\$12.32	\$12.52	\$12.52	\$11.70	\$11.70
PENSION	\$9.63	\$9.63	\$9.63	\$9.63	\$9.63	\$10.13
PL TRN.	\$ .25	\$ .25	\$ .25	\$ .25	\$ .25	\$ .25
LMCT	\$ .20	\$ .20	\$ .20	\$ .20	\$ .20	\$ .20
LU TRN	\$ .10	\$ .10	\$ .10	\$ .10	\$ .10	\$ .10

#### PREMIUMS (National)

Steward	+\$3.00
Stringing Truck	+\$2.25
Haz-Mat	+\$1.00
Mechanic	See # 15 & #16
Lowboy	+\$2.25
Fuel Truck	+\$2.25

\*Log/Grapple Truck Rate:

Per Diem:	\$25 (increase to \$30, effective 6/2/24)
Boot Pay:	\$10/week

Updated 4/5/24



**INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
PIPELINE AGREEMENT (MAINLINE, ADDENDUM, INTEGRITY) RATES  
WISCONSIN – STATEWIDE (LOCAL 346)**

	<u>6/1/18-6/3/19</u>	<u>6/3/19-7/1/20</u>	<u>7/1/20-6/1/21</u>	<u>6/1/21-6/1/22</u>	<u>6/1/22-6/1/23</u>	<u>6/1/23-5/31/24</u>
<b>GROUP 1*</b>	\$28.27	\$29.35	\$30.27	\$31.27	\$32.27	\$35.72
<b>GROUP 2</b>	\$28.12	\$29.19	\$30.12	\$31.12	\$32.12	\$35.57
<b>GROUP 3</b>	\$28.12	\$29.19	\$30.12	\$31.12	\$32.12	\$35.57
<b>H&amp;W</b>	\$10.90	\$11.33	\$11.84	\$12.31	\$12.95	\$13.59
<b>PENSION</b>	\$10.55	\$10.80	\$11.10	\$11.50	\$12.00	\$12.50
<b>PL TRN</b>	\$ .25	\$ .25	\$ .25	\$ .25	\$ .25	\$ .25
<b>LMCT</b>	\$ .20	\$ .20	\$ .20	\$ .20	\$ .20	\$ .20

**PREMIUMS (National)**

Steward	+ \$3.00
Stringing Truck	+ \$2.25
Mechanic	See #15 & #16
Lowboy	+ \$2.25
Fuel Truck	+ \$2.25
Hazmat	+ \$1.00

Per Diem:	\$25
Boot Pay:	\$10/week

\*Log/Grapple Truck Rate:

**Updated: 7/18/23**