

**From:** [clarenehewitt@nalcenergy.com](mailto:clarenehewitt@nalcenergy.com)  
**To:** [ronpower@nalcenergy.com](mailto:ronpower@nalcenergy.com)  
**Cc:** [Catherine Rowsell](#); [Faustina Cornick](#); [Jason Kean](#); [John Skinner](#); [Pat Hussey](#)  
**Subject:** Re: Fw: Chris Woodmass PAA  
**Date:** Thursday, September 27, 2012 5:33:26 PM

---

Ron,

Confirming our discussion earlier this week, John, Faustina, Catherine and I have had a number of discussions regarding the issue of SLI personnel switching from employee status to consultant/contractor status. I also had a brief discussion with Jose Gillis of SLI.

We believe there will be a limited number of individuals who will opt to do this. Those that do will then be responsible for their own payroll burdens. These may be less than SLI's payroll burden but the difference will likely be marginal. They will also potentially be giving up a certain amount of employment security. The final consensus is that as long as the billing rate to Nalcor does not increase then we would approve a revised PAA for such individuals. In that regard, I also checked with Philip Bursey regarding similar situations where this has occurred with individuals working directly for Nalcor. In those cases, the position adopted by Nalcor was the same, i.e. as long as the billing rate to Nalcor did not increase, the change was approved.

Regards

Clarence



**Clarence Hewitt**  
**Senior Contract Coordinator**  
**(Consultant)**  
**Nalcor Energy - Lower Churchill**  
**Project**  
t. 709 737-1385 f. 709 754-0787  
e.  
[ClarenceHewitt@nalcenergy.com](mailto:ClarenceHewitt@nalcenergy.com)  
w. [nalcenergy.com](http://nalcenergy.com)  
**1.888.576.5454**

Ron Power---09/20/2012 03:11:35 PM---John / Faustina / Clarence - We need to address this type of issue. I have discussed with John.

From: Ron Power/NLHydro

To: John Skinner/NLHydro@NLHYDRO, Faustina Cornick/NLHydro@NLHYDRO, Clarence Hewitt/NLHydro@NLHYDRO

Cc: Catherine Rowsell/NLHydro@NLHYDRO, Pat Hussey/NLHydro@NLHydro, Jason Kean/NLHydro@NLHydro

Date: 09/20/2012 03:11 PM

Subject: Fw: Chris Woodmass PAA

---

John / Faustina / Clarence - We need to address this type of issue. I have discussed with John.



Ron Power, P. Eng.  
General Project Manager  
(Consultant)  
Muskrat Falls & Labrador -  
Island Transmission Link  
Nalcor Energy - Lower  
Churchill Project  
t. 709-737-4245 f. 709-737-  
1985  
e.  
[RonPower@nalcorenergy.com](mailto:RonPower@nalcorenergy.com)  
w. [nalcorenergy.com](http://nalcorenergy.com)  
1.888.576.5454

----- Forwarded by Ron Power/NLHydro on 09/20/2012 03:08 PM -----

From: "Woodmass, Chris" <Chris.Woodmass@snclavalin.com>

To: "Gillis, Jose" <Jose.Gillis@snclavalin.com>

Cc: "Bechard, Normand" <Normand.Bechard@snclavalin.com>, "Carbonneau, Fanny" <Fanny.Carbonneau@snclavalin.com>, "Over, Ed" <Ed.Over@snclavalin.com>, <PatHussey@nalcorenergy.com>, <RonPower@nalcorenergy.com>

Date: 09/20/2012 10:00 AM

Subject: Chris Woodmass PAA

---

Dear Jose

Confirmation of our discussions earlier today please withdraw my current PAA which approved my transfer from SNC Staff status to Consultant Status ( effective 10 October 2012)

I therefore wish to remain on the Project as a **SNC Lavalin staff employee** but I may consider to apply again for Consultant status in the New Year

Apologies for any inconvenience caused by above

Regards,

**Chris Woodmass**

**Contract Administrator**

**Turbine - Generators**

SNC Lavalin

Lower Churchill Project Office

350 Torbay Road Office