

2010 SPRING SHUTDOWNS/TURNAROUNDS

QUICK FACTS

Three of the major oil sands Owners will be conducting significant shutdown/turnaround maintenance at their facilities in Alberta. Projects that will be shutdown in the spring of 2010 are:

Shell Scotford	Fort Saskatchewan, Alberta
Shell Albian	Fort McMurray, Alberta
Suncor	Fort McMurray, Alberta
Syncrude	Fort McMurray, Alberta

These shutdowns/turnarounds which are approximately 44 to 55 days duration (include pre and post work), will commence in March and are expected to continue well into early June 2010.

The above mentioned owners have partnered with their contractors and the key unions of the Alberta Building Trades Council to form an organization called the Alberta Council of Turnaround Industry Maintenance Stakeholders (“ACTIMS”).

ACTIMS main focus is to identify skills shortages and to work with the contractors and the unions to ensure that the turnarounds will be fully staffed with Canadian trades people first and then skilled, qualified workers from outside the country.

What is expected of all trades people working at these projects:

- Excellent Safety Performance – Zero Injuries/Incidents
- Mechanical Integrity – Quality of work
- Timely completion – On schedule
- Costs contained – On budget
- Adherence to Policies and Procedures

The following is what the employers will generally provide:

Hours of Work

Six (6) Ten (10) hour shifts days and nights
Afternoon shift premiums as per collective agreement

Rest Breaks

Two (2) Fifteen (15) minute coffee breaks
Thirty (30) minute mid-shift lunch break

Overtime Pay

As per collective agreement

Pay Days

Days – On Thursdays
Nights – On Wednesdays

GENERAL:

- Accommodations – As per protocol, attached
- Initial and Return Travel – As per protocol, attached
- Bussing – Fort McMurray projects, bus service is provided from the camps to the jobsite.
- Site Orientation – Every new hire will be required to go through a mandatory site orientation
- ID Cards – You will be issued an ID card when you arrive at the project. Displaying and/or presenting of the ID card will be governed by applicable site policy
- Trade Tickets – Tickets will be verified by the employer during sign-on (*Welders must have valid up to date tickets and will be required to do job site tests for special processes*)
- WHMIS & CSTS – You will be required to produce valid designations
- Security Checks – Security officers may conduct random checks
- Smoking – Permitted only in designated areas (smoking is not permitted in buildings, vehicles or equipment)
- Alcohol & Drugs – Zero tolerance as outlined in each projects policies.
- Firearms, Weapons & Ammunition – Strictly prohibited
- Personal Vehicles – Personal vehicles are not permitted on the jobsites
- Environmental sensitive areas and Wildlife – Respect and observe the project rules that will be provided to you during orientation
- No Poaching and Soliciting Policy – Employees cannot “jump” from one employer to another at the project.
- Acts of Misconduct – All projects have Zero Tolerance for acts of misconduct and will result in corrective action up to and including dismissal. It is your responsibility to review and familiarize yourself with the information that will be provided to you by your employer. Here are a few examples:
 - Brass in and out for other employees
 - Leaving work area without prior approval
 - Tardiness and Absenteeism without authorization
 - Insubordination
 - Sleeping on the job
 - Safety violations
 - Threatening or Harassing behaviour
 - Theft
 - Fighting on the job
 - Refusing to submit to drug & alcohol tests pursuant to the Canadian Model