

# FIREBAG OPERATIONS TERMS & CONDITIONS

Between

**Suncor Energy Inc.**

and

**Unifor Local 707-A**



**2023-2026**

**Expires: May 1, 2026**



**FIREBAG OPERATIONS  
TERMS & CONDITIONS**

SUNCOR ENERGY INC.,  
BASE PLANT AND FIREBAG

OF THE FIRST PART

AND

UNIFOR  
LOCAL 707-A

OF THE SECOND PART

This AGREEMENT entered into this 26th day of February 2024 between SUNCOR ENERGY INC., BASE PLANT AND FIREBAG, herein after referred to as "the Company" and UNIFOR LOCAL 707-A, herein after referred to as the "the Union".

The PARTIES hereto mutually agree as follows:



## TABLE OF CONTENTS

ARTICLE I - Purpose.....	1
ARTICLE II - Recognition.....	1
ARTICLE III - Management Rights .....	2
ARTICLE IV - Union Relations.....	2
ARTICLE V - Hours Of Work .....	4
ARTICLE VI - Overtime.....	15
ARTICLE VII - Salaries .....	19
ARTICLE VIII - Vacations .....	20
ARTICLE IX - Holidays.....	26
ARTICLE X - Leave Of Absence .....	29
ARTICLE XI - Promotion, Seniority, Transfers, Training And Progression Charts .....	30
ARTICLE XII - Layoff And Discharge.....	35
ARTICLE XIII - Grievance Procedure .....	38
ARTICLE XIV - Safety, Health And General Conditions .....	41
ARTICLE XV - Incorporation Of Overtime Agreement.....	42
ARTICLE XVI - Effective Date, Duration And Amendments.....	43
APPENDIX "A" - Salary Groups .....	45
Salary Schedules .....	47
APPENDIX "B" - Progression Notes.....	65
Firebag Plant Production Technician Salary And Job Progression Chart.....	65
Firebag Plant Progression Area Notes .....	66
Firebag Pads And Gathering Salary And Job Progression Chart .....	69
Firebag Pads And Gathering Area Notes.....	70
APPENDIX "C" - Letters of Understanding .....	72



## **ARTICLE I – PURPOSE**

- 1.01 a) The purpose of this Agreement is to promote harmonious relations between the Company and the employees; encourage safety; promote the morale of all employees through procedures for the fair and peaceful resolution of grievances and disputes; to provide a means for continuing dialogue between the Company and the Union that has the mutual objective of resolving differences and matters of concern to either party and to promote a shared commitment to effective and efficient operation in the interest of both parties.
- b) The provisions of this agreement are intended to apply to all non-supervisory Firebag employees, excluding office staff, messenger-drivers, loss management staff, survey crew and those involved in a confidential capacity in matters relating to labour relations.

## **ARTICLE II – RECOGNITION**

- 2.01 The Company recognizes the Union as the sole and exclusive collective bargaining agent for all non-supervisory Firebag employees excluding office staff, messenger-drivers, Loss Management staff, survey crew and those employed in a confidential capacity in matters relating to labour relations; the Union having been certified by the Labour Relations Board as Bargaining Agent on behalf of the said Employees.
- 2.02 If the Company implements, during the life of the Agreement, a new job not currently covered by this Agreement, the Company shall notify the Union of this new job and the salary which would be applicable. If the Union disagrees with the salary established by the Company, the Union shall advise the Company in writing of their desire to negotiate the salary. If agreement is not reached between the parties within thirty (30) days of the written notice, the matter may be referred, for determination, to arbitration in accordance with Article 13. If the salary for the job is changed as a result of negotiations or an arbitrator's decision, the revised salary shall be paid retroactively to the date the employee as assigned to the new job. This same procedure will apply to Collective Agreement

provisions pertinent to the introduction of a new operating or maintenance department into the Suncor Energy Inc., Base Plant and Firebag.

### **ARTICLE III - MANAGEMENT RIGHTS**

3.01 The Company shall retain and exercise all management functions, duties and responsibilities except as limited, restricted or precluded by this Agreement.

### **ARTICLE IV – UNION RELATIONS**

4.01 This Agreement shall be administered and applied in a fair and just manner to all employees. The parties further agree that there shall be no intimidation of and no discrimination against an employee either by the Company or by the Union, by reason of activity or lack of activity in, or in respect of the Union or by reason of sex, sexual orientation, race, creed, colour, national origin, political or marital status.

4.02 The Union agrees that, during the life of this Agreement, there will be no strike, slow-down or stoppage of work, either complete or partial, and the Company agrees that there will be no lockout either complete or partial.

4.03 a) The Company agrees to recognize 2.0% of the total bargaining unit employees as duly elected or appointed Union Stewards throughout the plant. Additionally up to 4 temporary Stewards may be appointed for periods not to exceed six (6) months, provided that the Company is notified in advance of the name(s) and area(s) of the appointee(s). The Company agrees to recognize only those Stewards and Chief Stewards whose names have been submitted in writing to the Company by the Union.

b) The Company agrees to recognize certain committees to be comprised of Stewards included in (a) above, to participate in meetings as follows:

i) Monthly Meetings: A committee normally composed of up to five (5) Union Stewards shall meet with Management monthly to discuss and settle matters falling within the scope of this Collective Agreement. Additional meetings may be called by either party giving



notice to the other party.

- ii) Grievance Meetings: A grievance committee appointed or otherwise selected by the Union to assist and/or represent employees in the presentations of any grievance that may arise under this Collective Agreement, shall consist of no more than five (5) members of the Union.
  - iii) Negotiating Meetings: The Union negotiating committee shall be composed of not more than one (1) Steward from each area of the plant. In the event that circumstances prevent the attendance of one Steward from each of the areas, then any five (5) Stewards, regardless of the area they represent, and as designated by the Union, shall constitute a legally comprised quorum for a particular negotiating meeting. Up to two (2) additional Stewards shall attend the meetings while negotiating their respective area notes, except during the negotiating of Master Maintenance Notes, when up to three (3) additional Stewards may attend. The Company will make arrangements to ensure that a participating Steward will not have to work a midnight shift before attending a negotiating meeting.
- c) Any designated Steward attending meetings as are envisaged under this Article, and which are held during their working hours, will suffer no loss in pay for time spent in such meetings.
  - d) A Union Steward may, with the permission of their Supervisor, leave their regular duties to investigate grievances and perform other Union duties under the Collective Agreement.
  - e) It is recognized that occasions may arise which require the attendance of an outside counsel at one of the meetings set out in (b) above. In such cases, the party requesting the presence of such advisor shall inform the other party of its desire, on a timely basis.

4.04 The Company will provide bulletin boards in suitable locations, which may be used by the Union in posting notices of Union activities.

- 4.05 a) The Company agrees to deduct once a month from the salary due and payable to each employee covered by Article 2.01, an amount equal to the monthly Union dues and any special assessments as determined from time to time by the Union pursuant to its Constitution. The total amount of such dues deductions shall be remitted by the Company, together with a list of names of employees from whom the deductions were made, to the Treasurer of the Union forthwith after the deductions are made.
- b) The deduction of monthly dues constitutes a continuing condition of employment.

#### **ARTICLE V – HOURS OF WORK**

- 5.01 a) A work day is defined as the 24-hour period starting at 8:00 a.m. to 8:00 a.m. of the following calendar day.
- b) The work week shall be from 8:00 a.m. on Sunday to 8:00 a.m. on the following Sunday.
- c) The Company recognizes coffee breaks and lunch breaks, which will coincide with natural production breaks.
- 5.02 a) "Day Employees" are defined in Article 5.03(a).
- b) "Shift Employees" are defined as those employees assigned to Shift #1, Shift #2, Shift #3 or Shift #4 schedules.
- c) "Continuous Shift employees" are defined as those employees assigned to a four shift, continuous work schedule
- 5.03 a) Day Employees
- i) The normal work schedule for day employees shall be eight hours per day, with one twenty-minute break for lunch commencing between 11:30 a.m. and 1:30 p.m. Monday through Friday, with Saturday and Sunday off.
- ii) The normal work schedule for day employees on a Compressed Work Week schedule shall be specified in Article 5.07 with one 15-minute lunch break commencing between 11:30 a.m. and 1:30 p.m.
- iii) In the event an employee is unable to receive such break for lunch by virtue of a work assignment by supervision on a particular day, such employee shall receive payment at the applicable overtime rate for the missed break.

- b) Shift Employees  
Shift #1, Shift #2, Shift #3 and Shift #4 employees will work shift schedules as outlined in Article 5.07.
- c) Continuous Shift Employees  
Employees assigned to continuous shift work will work according to schedules as established by agreement between the Union and the Company from time to time. Specific hours and days of work within these work schedules shall be designated by the assignment of an employee to a letter on a work schedule. An employee shall be reassigned to a different shift letter on the work schedule when work load, shift vacancies, and the safe and efficient operation of the plant requires it.
- d) In accordance with (a), (b) and (c) above, the normal work schedule shall be specified in Article 5.07.
- e) Due to the unique requirements of Firebag, the following principles shall apply to establishing hours of work.
  - i) The parties are committed to providing employees with a predictable, stable shift schedule.
  - ii) Should it become necessary to introduce a new schedule or permanently alter an existing schedule, the parties agree to meet and seek agreement on a suitable new or altered schedule.
  - iii) For the purposes of any new or altered shift schedules the parties agree that:
    - a) For the purposes of calculating overtime, regular schedules for Employees shall be defined as up to eight (8) hours per day, averaging forty (40) hours per week.
    - b) The Employer may propose and implement schedules with variable hours of work per day, including compressed work week schedules, which average up to forty (40) hours per week over the rotation cycle of the schedule as determined by the Employer. This shall constitute an overtime agreement for purposes of calculating overtime pay.
  - iv) If the parties are unable to agree, then either party may refer the dispute to arbitration for a final and binding decision.

- v) Any such dispute shall be referred to Andrew C.L. Sims, Q.C. or if he is unable or unwilling to act to James Casey, Q.C. or failing that by an arbitrator appointed by Alberta Mediation Services.
- vi) Any arbitrator appointed must be able to hear the case within 14 days of their appointment and render a decision within 21 days from the conclusion of the hearing.
- vii) The arbitrator will consider the following principles (in no particular order):
  - a) The work life balance of the employees.
  - b) The health and safety of the employees.
  - c) The needs of the business.
  - d) Travel logistics.
  - e) Accommodation logistics.
  - f) The science of scheduling including effect on sleep patterns.
  - g) Such other matters as the arbitrator considers relevant in the circumstances.
- viii) The company will give employees 14 days' notice of any change after an arbitrator's decision has been rendered.
- ix) Notwithstanding the foregoing, the Company shall have the right to temporarily alter schedules for Outages or for unforeseeable and exceptional circumstances.
- x) Reasonable efforts will be made to mitigate any adverse effects on employees that arise as a result of implementing new or altered shift cycles. This includes recognizing that Employees may have made commitments based on the former shift schedule which will be accommodated where it is reasonably possible to do so.
- xi) Employees with compatible qualifications shall be allowed shift cycle exchanges, provided no overtime or penalty payments result and further provided that their Supervisor has approved the exchange in writing during the previous shift cycle.
- xii) The Company retains the right to transfer Employees between shifts to meet the needs of the business, as determined by the Company.

- 5.04 a) i) The Company will give each eight-hour continuous shift employee the opportunity to have at least one “long change” in each 28-day cycle, provided the employee has not changed their shift. Saturday and Sunday shall be included in such a “long change”.
- ii) The Company will give each twelve hour continuous shift employee the opportunity to have at least one “long change” in every two 16-day cycles of shift schedules with 16 week cycles, in every two 12-day cycles of shift schedules with 12 week cycles or as otherwise specified in Progression Notes Appendix “B”, provided the employee has not changed their shift.
- b) Beginning of cycles are defined in Article 5.07.
- c) i) 28-Day Cycle  
If an employee is assigned to a different shift during the cycle as defined above, then for the purposes of earned days off, their cycle will continue on the shift to which they are transferred. If, at the completion of their new shift cycle, they have not received days off considering both part cycles in the ratio of one quarter ( $\frac{1}{4}$ ) of the total number of calendar days in the period from the start of the cycle on their old shift to the end of the cycle on their new shift, then they will receive premium pay for the missed days off as defined in Article 6.01. This agreement is subject to the provisions of Article 6.09 re: pyramiding of overtime.
- ii) 16 Week Cycle  
If an employee is assigned to a different shift during the cycle as defined above, then for the purposes of earned days off, their cycle will continue on the shift to which they are transferred. If, at the completion of their working cycle, they have not received days off considering both part cycles in the ratio of one-half ( $\frac{1}{2}$ ) of the total number of calendar days in the period from the start of the cycle on their old shift to the end of the cycle on their new shift, then they will receive premium pay for the missed days off as defined in Article 6.01. This agreement is subject to the provisions of Article 6.09 re: pyramiding of overtime.

- d) When employees are required to change to or from a day, shift or continuous shift work schedule, proportionate consideration will be given to earned days off as in (c) above.
- 5.05
- a) Employees with compatible qualifications shall be allowed shift exchanges, provided no overtime or penalty payments result and further provided that their Supervisor is advised at least forty-eight (48) hours in advance. Shift exchanges may not be arranged if they would result in an employee working more than twelve (12) consecutive hours.
  - b) Shift exchanges may not be arranged if they would result in an employee being absent for more than twelve (12) consecutive shifts. Mutuals are deemed to be consecutive if there is not a regularly scheduled shift worked between them.
- 5.06
- The provisions of this Agreement respecting Compressed Work Week schedule shall constitute an overtime agreement pursuant to the Employment Standards Code. A Compressed Work Week schedule shall constitute normal hours of work and shall not involve overtime payments, with the exception of two (2) hours per week overtime averaged over the cycle in Article 5.07 E, F and G. If the daily hours of the schedule are exceeded, the excess daily hours shall be paid at overtime rates. If the days off of the schedule are worked, such days worked will be paid at overtime rates. No additional claims for overtime related to the Compressed Work Week provisions of this Agreement, the Employment Standards Code, or Article 6, may be made by the employee.

5.07 Work Schedules

**A. DAY EMPLOYEE**

40 hours per week

Monday through Friday 8:00 a.m. to 4:15 p.m.

Saturday and Sunday off

Weekly cycle starting Monday.

**B. SHIFT #2 EMPLOYEES**

40 hours per week

Monday through Friday,

Saturday and Sunday off  
DAY SHIFT  
- 8:00 a.m. to 4:00 p.m.  
AFTERNOON SHIFT  
- 4:00 p.m. to 12 midnight  
NIGHT SHIFT  
- 12 midnight - 8:00 a.m.  
Weekly cycle starting Monday.

**C. CONTINUOUS SHIFT EMPLOYEES (28 DAY CYCLE)**

average 42 hours/week  
7 night shifts, two days off,  
7 afternoon shifts, one day off,  
7 day shifts, four days off  
DAY SHIFT  
- 8:00 a.m. to 4:00 p.m.  
AFTERNOON SHIFT  
- 4:00 p.m. to 12 midnight  
NIGHT SHIFT  
- 12 midnight to 8:00 a.m.  
28 day cycle starting first shift of the night shift period  
Overtime Agreements—per Employment Standards Code

**D. DAY EMPLOYEES**

i) 10 hour shifts - 40 hours per week  
4 days Tuesday to Friday  
2 days off  
4 days Monday to Thursday  
4 days off  
8:00 a.m. to 6:15 p.m.  
2 week cycle starting on set of days starting Tuesday

**OR**

ii) 8 and 12 hours shifts - 40 hours per week  
Monday through Friday  
- 8:00 a.m. to 4:15 p.m.  
- two weeks  
Monday off  
Tuesday, Thursday  
- 8:00 a.m. to 8:00 p.m.  
Wednesday, Friday

- 8:00 a.m. to 4:15 p.m.  
Monday through Friday  
- 8:00 a.m. to 4:15 p.m.  
- two weeks  
Monday, Wednesday  
- 8:00 a.m. to 8:00 p.m.  
Tuesday, Thursday  
- 8:00 p.m. to 4:15 p.m.  
Friday off.  
Six week cycle starting Monday of the first five  
8 hour day week

**OR**

- iii) 8 and 12 hour shifts - 40 hours per week  
Monday through Friday  
- 8:00 a.m. to 4:15 p.m.  
- two weeks  
Saturday and Sunday off  
Monday, Tuesday, Thursday, Friday  
- 8:00 a.m. to 4:15 p.m.  
Wednesday  
- 8:00 a.m. to 8:00 p.m.  
Saturday and Sunday off  
Monday, Tuesday, Thursday  
- 8:00 a.m. to 4:15 p.m.  
Wednesday  
- 8:00 a.m. to 8:00 p.m.  
Friday, Saturday and Sunday off  
Four week cycle starting Monday following Friday off.

**OR**

- iv) 8 and 12 hour shifts - 40 hours per week  
Two weeks Monday through Friday  
- 8:00 a.m. to 4:15 p.m. except Thursday 8:00 a.m.  
to 8:00 p.m.  
One week Monday to Thursday  
- 8:00 a.m. to 4:15 p.m.  
Three week cycle starting Monday after Friday off.



**OR**

- 8 and 12 hour shifts - 40 hours per week
- Two weeks Monday through Friday
- 8:00 a.m. to 4:15 p.m. except Tuesday 8:00 a.m. to 8:00 p.m.
- One week Monday to Thursday
- 8:00 a.m. to 4:15 p.m.
- Three week cycle starting Monday after Friday off.

The normal schedule will be day shift, however employees may be assigned to afternoon shift with five (5) calendar days' notice without shift change penalty. Afternoon shift assignments will follow the same sequence of days on and off. 8-hour shifts will be 4:00 p.m. to 12:00 a.m. 12-hour shifts will be at 4:00 p.m. to 4:00 a.m. Assignments to afternoon shift will be on a rotational basis and will not exceed three consecutive weeks.

**E. SHIFT #1 EMPLOYEES 12 HOUR SHIFT**

- 42 hours per week average
- i) 4 days 8:00 a.m. to 8:00 p.m.
- 4 days off
- 8 week cycle beginning set of days starting Sunday

**OR**

- ii) 3 days 8:00 a.m. to 8:00 p.m. Wednesday to Friday
- 2 days off
- 4 days 8:00 a.m. to 8:00 p.m. Monday to Thursday
- 5 days off
- and
- 3 days 8:00 a.m. to 8:00 p.m. Monday to Wednesday
- 5 days off
- 4 days 8:00 a.m. to 8:00 p.m. Tuesday to Friday
- 2 days off
- 2 week cycle beginning set of days starting Monday

**OR**

- iii) 4 days Monday to Thursday
- 8:00 a.m. to 8:00 p.m.
- 5 days off
- 5 days Wednesday to Sunday

8:00 a.m. to 8:00 p.m.

4 days off

5 days Friday to Tuesday

8:00 a.m. to 8:00 p.m.

5 days off

4 week cycle beginning with the set of days starting on Monday

**OR**

iv) 4 days Tuesday to Friday

8:00 a.m. to 8:00 p.m.

5 days off

5 days Thursday to Monday

8:00 a.m. to 8:00 p.m.

4 days off

5 days Saturday to Wednesday 8:00 a.m. to 8:00 p.m.

5 days off

4 weeks cycle beginning with the set of days starting with Tuesday

**OR**

v) 'U' Shift (12D, 12D, 12D, 12D, 12D, 12D, 12D)

7 days off, repeat

'V' Shift (12D, 12D, 12D, 12D, 12D, 12D, 12D)

7 days off, repeat

**OR**

vi) 'SU' Shift (6D, 12D, 12D, 12D, 12D, 12D, 12D, 6D)

6 days off, repeat

'SV' Shift (6D, 12D, 12D, 12D, 12D, 12D, 12D, 6D)

6 days off, repeat

## **F. SHIFT #3 EMPLOYEES 12 HOUR SHIFTS**

- 42 hours per week average

4 days 8:00 a.m. to 8:00 p.m. Tuesday to Friday

3 days off

3 nights 8:00 p.m. to 8:00 a.m. Tuesday to Thursday

4 days off

## **G. CONTINUOUS SHIFT EMPLOYEES**

### 12 HOUR SHIFTS

- 42 hours per week average

- i) 4 nights 8:00 p.m. to 8:00 a.m.

2 days off

4 days 8:00 a.m. to 8:00 p.m.

6 days off

16 week cycle beginning first set of nights starting Sunday

### **OR**

4 days 8:00 a.m. to 8:00 p.m.

1 day off

4 nights 8:00 p.m. to 8:00 a.m.

7 days off

16 week cycle beginning first set of days starting Sunday

### **OR**

3 days 8:00 a.m. to 8:00 p.m.

3 nights 8:00 p.m. to 8:00 a.m.

6 days off

12 week cycle beginning first set of days starting Sunday

- ii) 4 nights 8:00 p.m. to 8:00 a.m.

4 days off

4 days 8:00 a.m. to 8:00 p.m.

4 days off

16 week cycle beginning first set of nights starting Sunday

- iii) A2 Shift (10N, 12N, 12N, 10N, 8A, 12D, 12D, 8D)

6 Days off

B2 Shift (10N, 12N, 10N, 8A, 12D, 12D, 12D, 8D)

6 Days off

C2 Shift (10N, 12N, 10N, 8A, 12D, 12D, 12D, 8D)

6 Days off

D2 Shift (10N, 12N, 12N, 10N, 8A, 12D, 12D, 8D)

6 Days off

- iv) W5 (6D, 12D, 12D, 12D, 12D, 12D, 12D, 6D),

6 Days off, (12N, 12N, 12N, 12N, 12N, 12N, 12N),

7 Days off, repeat  
X5 (12N, 12N, 12N, 12N, 12N, 12N, 12N),  
7 Days off, (6D, 12D, 12D, 12D, 12D, 12D, 12D, 6D),  
6 Days off, repeat  
Y5 (6D, 12D, 12D, 12D, 12D, 12D, 12D, 6D),  
6 Days off, (12N, 12N, 12N, 12N, 12N, 12N, 12N),  
7 Days off, repeat  
Z5 (12N, 12N, 12N, 12N, 12N, 12N, 12N),  
7 Days off, (6D, 12D, 12D, 12D, 12D, 12D, 12D, 6D),  
6 Days off, repeat

#### **H. SHIFT #4 EMPLOYEES**

8 AND 12 HOUR SHIFTS

40 hours per week

Monday, Tuesday

8:00 a.m. to 8:00 p.m.

Wednesday, Thursday

8:00 a.m. to 4:00 p.m.

Friday, Saturday, Sunday off

Weekly cycle beginning Monday

#### **OR**

Tuesday, Friday

8:00 a.m. to 8:00 p.m.

Wednesday, Thursday

8:00 a.m. to 4:00 p.m.

Saturday, Sunday, Monday off

Weekly cycle beginning Tuesday

#### **OR**

Monday, Thursday

8:00 a.m. to 4:00 p.m.

Tuesday, Wednesday

8:00 a.m. to 8:00 p.m.

Friday, Saturday, Sunday off

Weekly cycle beginning Monday

#### **OR**

Wednesday, Thursday

8:00 a.m. to 8:00 p.m.

Tuesday, Friday  
8:00 a.m. to 4:00 p.m.  
Saturday, Sunday, Monday off  
Weekly cycle beginning Tuesday

**OR**

'Q' Shift (10D, 10D, 10D, 10D)  
3 days off, repeat

The Company shall have the right to temporarily alter schedules for Turnarounds, Outages, or for unforeseeable and exceptional circumstances. It is the Company's intent that these changes will be made following consultation with Area Steward(s).

- 5.08 a) The Company will make every effort to maintain a stable schedule for every employee.  
b) Temporary shift vacancies shall not be filled through the application of temporary shift changes.

**ARTICLE VI – OVERTIME**

- 6.01 a) Any work in excess of an employee's work day or in excess of that included as part of their work schedule or all hours worked on a statutory holiday or included as part of their work schedule when in excess of forty (40) hours per week, when averaged over the employee's shift cycle shall be deemed overtime and paid at two (2) times the employee's base hourly rate.  
b) The provisions of Article 6.02 (a) shall not apply if shift relief is delayed less than fifteen (15) minutes into a twelve (12) hour break.  
c) For Compressed Work Week schedules the Company will implement voluntary standby procedures in accordance with the Progression Notes Appendix "B". The Company reserves the right to schedule employees for standby if the voluntary standby procedures do not supply sufficient personnel to safely and efficiently operate the plant.
- 6.02 a) If an employee's schedule is such that they do not have a minimum of a twelve (12) hour break between work periods, they will work their scheduled hours and will receive two (2)

times their base hourly rate, until they have had a minimum of a twelve hour break. However, for reasons of safety only, their supervisor may instruct them to take a twelve (12) hour break. This paragraph does not apply to "call-outs".

- b) For employees on twelve (12) hour overtime agreements the specified breaks in 6.02(a) shall be read as ten and one quarter (10¼) hours. The provisions in 6.02(a) will not apply to the Firebag Shift Schedules which do not have a 10¼ break, or when an employee voluntarily chooses to work up to four (4) hours for training or qualification purposes.
- 6.03
- a) A Day or Shift employee who has returned to their room and is called to duty within three (3) hours of the last hour worked and the employee reports for duty before or after their regular shift shall receive the greater of:
    - i) The applicable overtime rate, or,
    - ii) A minimum of three (3) hours' pay computed at the applicable overtime rate.

If the employee has been off duty after three (3) hours, the employee will be eligible to receive four (4) hours pay computed at the applicable overtime rate.
  - b) An employee who is called for duty under (a) above will not be required to perform non-essential work during the call-out.
  - c) If a call-out ends less than eight (8) hours prior to a Day or Shift employee's next regular shift, they shall take an eight (8) hour break with no loss of regular pay. An employee shall not be required to return to work on their regular shift for less than two (2) hours.
  - d) If a call-out extends up to the commencement of their regular shift, a Day or Shift employee shall normally take an eight (8) hour break. However, if requested to work after the commencement of their regular shift, they will receive the applicable overtime rate for the hours of their regular shift that they work. Following completion of their call-out work, they shall take an eight (8) hour break, with no loss of regular pay for the remaining hours of their regular shift.
- 6.04
- If an employee is assigned to work on a schedule different from their regular schedule and their starting time on the new

schedule is more than one hour sooner or later than the starting time under their schedule immediately prior to the change, they shall be paid two (2) times their base hourly rate for the first shift worked of the new shift schedule, unless the change is made:

- a) As an accommodation to or for the convenience of the employee.
- b) As a result of the employee being upgraded or promoted on a permanent basis.
- c) In returning an employee to their original schedule within 28 days, which they worked prior to the change.
- d) So that the employee may attend off-the-job training, i.e. in class, job related training, or plant protection, or safety training.

6.05 No employee working on shift shall leave their working area until properly relieved, without the permission of Supervision.

- 6.06
- a) Consistent with Article 7.01 and within the six month periods ending June 30 and December 31, annually, the Company will make every reasonable effort to distribute overtime work equally among employees, either within the pay classification where the overtime is required, if move up is not possible, or as otherwise specified in the Progression Notes, Appendix "B". Article 6.08 (a) shall not be applicable to employees in progressions where a "chit" system is utilized for the assignment of overtime.
  - b) The Company will post overtime lists on all relevant area bulletin boards bi-weekly.
  - c) Refusal of overtime shall be considered as overtime worked for record purposes and will be recorded on the bi-weekly overtime list.
  - d) For record purposes, upon permanent entry into a classification, or area as specified in the Progression Notes, an employee shall be assigned the current average overtime hours of all other employees within that classification or area.
  - e) For record purposes, an employee who is absent from their regular duties on leave of absence or due to illness/injury for more than sixty (60) consecutive calendar days shall be

assigned the current average overtime hours for all other employees within the classification or area upon their return.

- f) Any distribution of overtime, found to be in violation of the provision of the Collective Agreement, will be resolved through mutual agreement between the wronged employee and their supervisor. Such agreement is limited to an overtime assignment of equal duration, at a time acceptable to both the employee and the supervisor, not more than forty-five (45) calendar days after the original overtime assignment giving rise to the claim or the date such original assignment was determined to be in violation, whichever is later. In the event the employee and the supervisor are unable to reach agreement to satisfy this forty-five (45) day limitation, the matter will be deemed to be settled and the employee will be recorded refused overtime for the number of hours in question. This forty-five (45) day period will be extended by the number of shifts an employee is absent from regular duties on an approved leave of four (4) or more consecutive days.

Such overtime assignment will not result in another employee being denied overtime as per the Chit Systems in Appendix "B" and "C".

- g) In accordance with the chit systems in Appendix B and C where two (2) or more employee's overtime hours are equal, the employee with the greatest area seniority will be offered the overtime first.

- 6.07 If an employee reports for an overtime assignment which has been cancelled or shortened with less than eight (8) hours prior notice, they will be permitted to perform an alternate assignment of equivalent hours on that day.
- 6.08 An employee's overtime shall be calculated to the next quarter hour, in accordance with Article 6.01.
- 6.09 In no case shall payments be pyramided or paid under more than one provision of this agreement unless specifically provided for.



## **ARTICLE VII – SALARIES**

- 7.01 All employees covered by this Agreement shall be paid on a monthly salary basis in accordance with the Firebag Wage Schedule appended to this Agreement. The monthly salary of employees has been adjusted in the salary schedule to include shift differential and average shift overtime worked as part of the work schedules as defined in Article 5.07.
- 7.02 Shift differentials in accordance with the Firebag Wage Schedule are included in the monthly salary of all Continuous Shift, Shift #2, and Shift #3 employees. Shift Differentials in accordance with the Firebag Wage Schedule will be paid to Shift #1 and Shift #4 employees for all straight time hours worked between 4:00 p.m. and 8:00 a.m. Additionally, shift differentials will be paid to Day employees for eight (8) or more consecutive overtime hours worked between 4:00 p.m. and 8:00 a.m., to Shift #1 and Shift #4 employees for all overtime hours worked between 4:00 p.m. and 8:00 a.m. and to Continuous Shift, Shift #2 and Shift #3 employees for all overtime hours worked.
- 7.03 While an employee is temporarily assigned to a higher classification for other than their own training, they shall receive the salary for this higher classification in accordance with the Firebag Wage Schedule. Upon permanent promotion to a higher classification, an employee shall receive the salary for this higher classification in accordance with the Firebag Wage Schedule.
- 7.04 Employees who are temporarily assigned to a lower classification will have their regular rate of pay maintained.
- 7.05 Amendments to an employee's time sheet shall not be permitted without consultation with the employee concerned.
- 7.06 Any pay due an employee as a result of an error in their pay deposit or statement shall be made available through direct deposit to the employee's normal account within ninety-six (96) hours, upon the employee's request.
- 7.07 The Company will provide qualification pay when the qualification should have occurred if training is delayed by training backlogs.

## ARTICLE VIII – VACATIONS

- 8.01 An employee after one year of continuous service shall be entitled to three (3) weeks' vacation with pay. A similar vacation shall be taken each calendar year thereafter. During the first year of employment, an employee may elect to take one (1) week of their earned vacation after six (6) months of continuous service; in which event however, they will be eligible for only the remaining two (2) weeks of vacation with pay after the completion of that first year of continuous service. No employee shall receive more than three (3) weeks' vacation in one (1) calendar year unless they qualify under Articles 8.02 or 8.12.
- 8.02
- a) During the calendar year in which an employee completes ten (10) years of continuous service the employee shall be entitled to four (4) weeks vacation. A similar vacation shall be taken each calendar year thereafter.
  - b) During the calendar year in which an employee completes eighteen (18) years of continuous service, the employee shall be entitled to five (5) weeks vacation. A similar vacation shall be taken each calendar year thereafter.
  - c) During the calendar year in which an employee completes twenty-five (25) years of continuous service, they shall be entitled to six (6) weeks vacation. A similar vacation shall be taken each calendar year thereafter.
- 8.03 Employees will indicate vacation period preference in advance of November 15th of each year for the following calendar year's vacation and vacation schedules for all earned vacation hours shall be posted by the Company by December 15th of each year.
- 8.04
- a) An employee who qualifies for vacation in accordance with Articles 8.01 or 8.02 will receive their regular salary while on vacation. In addition an employee may qualify for a vacation pay adjustment based on the following. Total vacation pay will be based on a percentage of an employee's regular salary as recorded for all time worked during 26 bi-weekly pay periods preceding the last pay period of the calendar year in which the vacation is taken. This percentage will equal 0.05% for each hour of vacation taken between the 25th pay day of the previous year and the 25th pay day

of the current year. If the result of this calculation is a sum greater than the regular salary paid as vacation taken during the same period the difference will be paid on the 26th pay day of the year as vacation pay adjustment.

- b) The company will include with the 26th pay statement the calculation of vacation pay adjustment.
- c) An employee may request in writing, at least thirty (30) calendar days prior to the commencement of their vacation, to receive a vacation pay advance on the pay day immediately preceding the commencement of their vacation. The Company will recover any vacation advance in the pay period(s) immediately following the receipt of such advance.

- 8.05 Should an employee become disabled as a result of sickness or accident immediately prior to commencing their vacation, or if they become disabled during their vacation, their vacation, or part vacation, shall be rescheduled in such a manner that they shall not lose their vacation by reason of such disability. In order to have their vacation rescheduled, such employee must notify their Supervisor of said disability as soon as possible. They must also provide proof of hospitalization, or submit a Doctor's certificate. The basic intent is to ensure that an employee receives their earned vacation where, because of a bona fide medical reason this may not have been possible. Under no circumstances is this section to be construed as an opportunity for premium pay in lieu of the earned vacation pay.
- 8.06 When a recognized holiday or holidays fall on one of an employee's scheduled vacation days, they shall take an extra day or days vacation with pay, to be taken either at the beginning or end of the vacation if scheduled, or at another time mutually agreeable to them and the Company.
- 8.07 An employee who is eligible for three (3) weeks vacation in a calendar year may split their vacation into three (3) parts. An employee who is eligible for four (4) or more weeks vacation in a calendar year may split their vacation into four (4) parts.

- 8.08 Vacation allowance on termination shall be as follows:
- a) In the case of an employee who has not become eligible for an annual vacation, the employee shall receive an amount equal to four (4) percent of their base salary for the period from their date of hire to their termination date.
  - b) In the case of an employee who has become entitled to a vacation in accordance with Articles 8.01 or 8.02, they shall receive vacation pay based on 0.05% of their accumulated base salary for each hour of vacation for which they are eligible, and as calculated for all straight time hours worked from their anniversary date in the year in which they last took vacation, less any vacation pay already received during the calendar year in which they terminate.
- 8.09
- a) Up to fourteen percent (14%) of the work force in one area will be allowed off on vacation at any time. At the Company's option, this fourteen percent may be increased in consultation with Area Steward(s). Management and Area Steward(s) may also agree on variations which result in a distribution of employees allowed off that varies month to month or for defined periods of the year. Fractional numbers of employees will be adjusted to the next whole number.
    - i) Notwithstanding (a) above, up to seven percent (7%) of the workforce in any one area will be allowed off on vacation at one time during a scheduled turnaround. Other arrangements may be made with mutual agreement between Area Management and Area Steward(s). Full turnaround period will consist of the ten (10) days prior to turnaround, the scheduled turnaround and the ten (10) days after the scheduled start-up date.
  - b) The manager and/or supervisor will define in writing the combination of job positions they will allow to be on vacation at the same time. Prior to finalizing the combination, the manager and/or supervisor will review the document with the area job steward. This will be posted by October 1st of each year for the following calendar year's vacations.
  - c) Once a vacation has been agreed upon by the Company and the employee, it can be changed only by:
    - i) The employee with thirty (30) calendar days written

notice to their area manager and/or supervisor. In case of layoff, the employee will have the option of electing to take their vacation prior to the layoff taking effect.

- ii) The Company in cases of emergency. In such cases the Company will notify the area job steward of the need to cancel vacation. The need to schedule relief coverage at overtime rates shall not be considered just cause for denying an employee their scheduled vacation.
  - iii) If within 30 days of a scheduled vacation, a serious injury or illness occurs that requires the employee to change their vacation schedule, the employee may change their vacation.
- d) In the event that an employee's work schedule has been changed after the vacation list has been posted, the Company agrees the employee will have the option of:
    - i) taking their vacation as posted;
    - ii) changing their vacation to fit into the new schedule, i.e., if such vacation was to be taken in conjunction with a "long change" on the old vacation schedule, the employee may rearrange their vacation to fit in conjunction with a "long change" on the new schedule.
  - e) Where work schedule changes have occurred, no other employee will be required to change their vacation due to such change.
  - f) In the event that an employee wishes to change their vacation period, no other employee's vacation period will be changed as a result, except where the employees concerned and supervision mutually agree to such change.
  - g) An employee will not be required to work any overtime on scheduled days off which fall in conjunction with their vacation.
- 8.10 a) i) Seniority for purposes of indicating vacation period preference shall be defined as the number of vacation points accumulated by each employee in their department as of October 1st of each year. Such vacation points shall continue to accumulate from year to year as outlined in (d) below.

- ii) Within the constraints of other sections in Article VIII, employees shall be eligible to select their annual vacation periods in order of most assigned vacation points receiving first choice, with remaining choices allowed in declining vacation point sequence. An employee electing to split their vacation into more than one (1) part must select their second part after all other employees have selected their first choice. Similarly, they must select their third part after all other employees have selected their second choice.
  - iii) In the event that two (2) or more employees in a department have the same number of vacation points, vacation period selection among such employees will be allowed in order of the longest respective Company service dates.
- b) For purposes of this Article 8.10 only, vacation "prime time" shall be defined as the annual period of:
- July 1 - August 31 and December 18th up to and inclusive of December 31st, and January 1st - 4th
- "Vacation days" shall be defined as the actual earned days of annual vacation, excluding the travel days, holidays, banked holidays, mutual changes and scheduled days off.
- c) By October 10th of each year the Company shall post a list in each department which will indicate the total number of vacation points assigned to each employee.
  - d) On October 1st of each year, employees in each department shall receive or lose vacation points as follows:
    - i) One (1) service point shall be added to each employee's accumulated total points,
    - ii) Each employee who took twenty-four (24) vacation hours or less during "prime time" in the previous twelve (12) months shall receive one (1) vacation point bonus.
    - iii) An employee shall lose vacation points, based on the total number of vacation hours taken during prime time in the previous twelve (12) months, in accordance with the following: Twenty-five (25) to sixty (60) vacation hours loses one (1) point. Sixty-one (61) to ninety-six (96) vacation hours loses two (2) points. Ninety-seven

(97) to one hundred and forty-four (144) vacation hours – loses three (3) points. One hundred and forty-five (145) to one hundred and eighty (180) vacation hours loses four (4) points. Over one hundred and eighty (180) vacation hours – loses five (5) points.

- e) i) Upon employment, each new employee shall receive the lower of zero (0) points or one (1) point less than the lowest individual point total of all employees as of October 1st preceding their hire date. Thereafter, they shall receive additional points in accordance with (d) above.
- ii) If an employee transfers from one department to another within the bargaining unit, they shall carry their accumulated vacation point total to their new department.
- iii) If an employee transfers to a department within the bargaining unit from a position outside of the bargaining unit they shall, immediately upon entry into their new department, receive vacation points as per 8.10 (e)(i) above. Thereafter, they shall receive or lose vacation points in accordance with (d) above.

- 8.11 For the purpose of scheduling vacations, supervisors' vacations shall not be taken into account.
- 8.12 Employees entitled to three (3) weeks of vacation may elect to defer one (1) week of vacation. Employees entitled to four (4) or more weeks of vacation may elect to defer two (2) weeks of vacation. Deferred vacation will be taken in the following calendar year outside of the period July and August inclusive.
- 8.13
  - a) A week of vacation is defined as forty (40) scheduled working hours.
  - b) A day of vacation is defined as eight (8) scheduled working hours. Vacation will be scheduled in full shifts.
- 8.14 If, at the end of an employee's vacation entitlement, a partial shift of vacation is remaining, the employee will be granted a leave of absence without pay for the remaining hours of said shift to complete their vacation.

- 8.15 Upon completion of one (1) year of continuous service, employee hired prior to May 1, 2019, will be granted annually twenty-four hours of travel time with pay at the employee's base hourly rate in conjunction with their annual vacation.

## **ARTICLE IX – HOLIDAYS**

- 9.01 a) The following holidays will be granted to all employees covered by this agreement:
- |                |                        |
|----------------|------------------------|
| New Year's Day | National Day for Truth |
| Good Friday    | and Reconciliation     |
| Victoria Day   | Thanksgiving Day       |
| Canada Day     | Remembrance Day        |
| Labour Day     | Christmas Day          |
| Family Day     |                        |
- b) Additionally, employees on schedules 5.07 (a), (b), (c), (d) (ii), (d) (iii) and (d) (iv) will be granted the following holidays:  
August Civic Holiday    Boxing Day
- 9.02 a) Shift #1, Shift #3, Shift #4 and Continuous Shift employees will observe holidays on the day on which they fall.
- b) Shift #2 and Day employees will observe holidays on the day on which they fall, where that day is included in their work schedule. Where the holiday falls on a Shift #2 or Day employee's scheduled day off the employee shall observe the holiday on a scheduled day of work. For holidays falling on a Friday or a Saturday that day shall be observed on the preceeding scheduled day of work. For holidays falling on a Sunday or Monday that day shall be observed on the following scheduled day of work.
- c) For purposes of determining the date of a holiday under Article 9.01, the day proclaimed by Government legislation shall apply.
- 9.03 If a recognized holiday falls on a day an employee is scheduled to work, they will work their shift that day and receive, in addition to their regular salary, pay at applicable overtime rates for all hours worked.
- 9.04 If a recognized holiday falls on a Shift #1, Shift #3, Shift #4 or a continuous shift employee's scheduled day off, the employee



will receive, in addition to their regular salary, one shift's pay calculated at their base hourly rate.

- 9.05 a) Notwithstanding the provisions in Articles 9.02, 9.03 and 9.04, an employee will be paid a holiday credit for each of the agreed upon statutory holidays, only provided:
- i) if their schedule is such that the employee works on the holiday, or;
  - ii) if their schedule is such that they do not work on the holiday, but the employee works their last scheduled shift or day before the holiday and their first scheduled shift or day after the holiday or;
  - iii) if their schedule is such that they do not work on the holiday, but the employee works either their last scheduled shift or day before the holiday or their first scheduled shift or day after the holiday, and has an excused absence for the other day mentioned.
- b) An employee will, however, be entitled to holiday pay if absent on the holiday when scheduled to work, if their shift is covered by another employee with a mutual shift change agreement. The provisions of Article 9.06 will apply.
- 9.06 In the event that a Shift #1, Shift #3, Shift #4 or continuous shift employee is required to work on a statutory holiday, or if the holiday falls on a scheduled day off, the employee may elect to receive a regularly scheduled work day off, on the following basis:
- i) Any seventy-two (72) statutory holiday hours per year may be banked to be scheduled at other than the period of July and August. The statutory holidays so banked would be the Labour Day, Thanksgiving Day, Victoria Day, Canada Day, Family Day, Remembrance Day, Christmas Day, New Year's Day and Good Friday. Additionally, employees not on a Compressed Work Week schedule may bank August Civic Holiday and Boxing Day. A maximum of one hundred and twenty (120) banked statutory holiday hours may be carried from year to year at an employee's option.
  - ii) The Company agrees to publish the current number of accumulated banked statutory holiday hours, defined

- in (i) above on the bi-weekly pay statement of each employee covered by Article 2.01.
- b) If there is open time available during the period of July and August, after vacation schedules have been posted, employees may schedule some or all banked statutory holiday credits to fit these open periods, in accordance with Article 9.06 (e).
  - c) Employees must elect, in writing, thirty (30) days in advance, to bank the specified statutory holidays.
  - d) Notwithstanding Articles 6.01, 9.03 and 9.04, payment for these banked holidays or portion thereof, at the time the holiday occurs, will be at one (1) times pay, plus regular salary for those reserved holidays worked, and at regular salary only with no premium for those reserved holidays falling on an employee's scheduled days off.
  - e) Employees must give their Supervisor at least three (3) working days written notice or five (5) calendar days notice of their desire to debank a day of their banked statutory holidays.

If the request is done in writing, the employee will receive a written reply as soon as possible; but no later than 6 working days, or 9 calendar days from date request was submitted.

If the request is done verbally, the employee will receive a verbal reply as soon as possible, but no later than 6 working days, or 9 calendar days from date request was submitted.

The request shall be granted under the following conditions:

- i) subject to 9.06(a);
  - ii) operations not being unduly restricted;
  - iii) the job combinations allowed off at any one time will be the same as defined in 8.09(b).
- f) The provisions of (a), (b), (d) and (e) above, inclusive, shall also apply to a Day or Shift #2 employee who is required to work on a holiday, subject to the employee electing in writing, in advance or on the holiday, to bank the holiday.
  - g) Subject to 9.06(e) debanking of statutory holidays shall be on a first come, first served basis.

## **ARTICLE X – LEAVE OF ABSENCE**

- 10.01 Individual employees may, with the Company's consent in writing, obtain a leave of absence without pay. The written consent shall state the dates on which the leave of absence begins and ends.
- 10.02 In the case of death in the immediate family of an employee, such employee will be granted three (3) working days off with no loss of pay. For employees not covered by an overtime agreement an additional two (2) working days will be granted with no loss of pay if travel out of town is required. For employees covered by overtime agreements an additional one (1) working day will be granted with no loss of pay if travel out of town is required. If circumstances are such as to make this impractical, additional time off may be granted subject to Company approval. Immediate family includes:
- (1) Spouse (including common-law or same-sex)
  - (2) Parent (including step-parent or foster parent) of the employee or the employee's spouse
  - (3) Child (including step or foster child) of the employee or the employee's spouse
  - (4) Grandparents (including step grandparents) of the employee or the employee's spouse
  - (5) Grandchildren (including step grandchildren) of the employee or the employee's spouse
  - (6) Sister/Brother (including in-laws)
  - (7) Daughter/Son (including in-laws)
- 10.03 An employee who receives a subpoena for jury or witness duty will be granted a leave of absence for that purpose provided the Company is properly notified. The employee will receive an amount of pay from the Company, which when added to their jury duty or witness pay, will equal their regular salary while on such duty.
- 10.04 The Company agrees to grant leaves of absence without pay to members of the Union for the business purposes of the Union and to attend Union functions. Application for approval of such leave shall be made by one or more of the Executive Officers of the Union, who will endeavour to request such leave at least 48

hours prior to the commencement of the shift(s) for which the leave is requested.

- 10.05 In the event that an employee is recruited for fighting forest fires, an amount will be paid by the Company which, when added to the fire fighting pay received from the Government equals the employee's normal salary.

## **ARTICLE XI – PROMOTION, SENIORITY, TRANSFERS, TRAINING AND PROGRESSION CHARTS**

- 11.01 a) i) Permanent progression within any area shall be in accordance with progression charts and notes, Appendix "B". Qualification is based on the employee's knowledge of the theories, procedures and equipment related to the job in question. The Company undertakes to evaluate the qualifications of employees in a fair and just manner. The Company agrees that all employees will be given every opportunity to qualify for the next higher jobs within the minimum time periods, as set out in the progression charts. Employees shall be provided with special instruction, instructional material and/or any other advice or means for self-improvement. If an employee has not qualified for the next higher job because the Company has not given them the opportunity to train within the minimum time period, the Company agrees that within a further ninety (90) day period the employee shall receive the opportunity to train and qualify. Providing the employee qualifies during this ninety (90) day period they shall receive their wage increment retroactive to the date of completion of the minimum time period as outlined in Appendix "B".
- ii) When a permanent vacancy occurs the most senior person in the next lower classification or phase will be given the job provided they are qualified for move up or phase progression. In the event that it is found that an employee has not sufficient qualification for move up or phase progression they will be informed as to the areas in which they are expected to improve and will be given extra assistance in those areas. If time is

such that it would not be practical for re-evaluation of said employee before the vacant job must be filled, the next most senior employee will be given the job, subject to the same conditions. It is agreed that the senior employee will be given the same opportunity for all subsequent vacancies in the next higher classification or phase. However, if the senior employee, providing they meet the certification requirements where required as outlined in Appendix "B", has not been given the opportunity to train for the job, the position will be filled on a temporary basis for up to thirty (30) working days, during which time the senior employee will be given the opportunity to train and qualify.

- iii) Pay classification seniority will be the governing factor to determine move up, however if pay classification seniority is the same, the qualified employee with the most area seniority will be given the job. If the area seniority is the same, then the qualified employee with the most Company seniority will be given the job. Pay classification or area seniority begins on the date an employee is given a permanent assignment in the pay classification, phase or area. If there is no one qualified in the given pay classification, phase or area, then persons in the next lower pay classification or phase will become eligible. An employee may, with the approval of the Area Superintendent, decline a permanent move up. In such case their rate of pay will be fixed at their currently assigned position rate in accordance with Appendix "B". This agreement will remain in effect until cancelled by either party with 30 days written notice. The date of cancellation will determine the employees pay classification seniority for subsequent progression.
- b) Move-ups caused by temporary vacancies as well as training for the next job shall be in accordance with the Progression Charts and Notes for each area.
- c) Temporary shift vacancies will be filled by the next most senior employee on the shift concerned, or as outlined in Appendix "B", provided the employee has sufficient training. If it is determined that a temporary job opening

will last in excess of thirty (30) days, it shall be considered as a permanent job opening and shall be filled by the normal procedure as defined in 11.01(a) except as follows:

- i) When filling job vacancies on a temporary basis, resulting from vacations, injury, sickness, leave of absence, training or emergency, the temporary procedure may apply beyond thirty (30) days.
  - ii) Specific projects of limited duration, not to exceed six (6) months, provided the Union is notified of such specific project.
- d) When two or more employees begin employment on the same day, the order of Company seniority will be established at that time by a draw in the presence of all employees concerned or in the presence of a union representative.
- e) It is the Company's intent that, when the equipment or plant area is in operation, all shift positions will be staffed. It is also the intent that when the equipment or plant area is not in operation, but is ready and available for operation, and it is evident that it may be required to operate during a shift, then in the event any employee is absent, move-up will be made to staff each position.
- f) Summer student employees will receive move-up, overtime and promotional opportunities only after all employees hired into permanent positions.

11.02 Company policy regarding educational assistance is included in the Suncor, Inc. Benefits Package.

#### 11.03 Off-The-Job Training

The Company encourages participation in all forms of off-the-job training such as Company sponsored courses, correspondence courses, or stationary engineering studies. These are aids to increase ability but they are not requirements for any job classification in any area, except as specifically provided elsewhere in this Agreement.

11.04 Employees shall be probationary for the first four hundred and eighty (480) working hours. After successful completion of their probationary period, the employee's seniority shall be dated from the day their employment began.

- 11.05 Seniority lists will be posted at least every three (3) months. Distribution will consist of the employee's classification seniority, Area seniority and Company seniority.
- 11.06 a) Non-bargaining unit employees shall not perform work normally assigned to employees within the bargaining unit to the extent of denying an employee in the bargaining unit the opportunity for a job or promotion. It is not the Company's intent that non-bargaining unit personnel perform work normally assigned to bargaining unit personnel, on an ongoing basis. It is recognized that there will be occasions such as, in emergency situations, for teaching or demonstrations, in experimental and developmental work, critical start-up and shutdown, or to improve productivity and effectiveness of the plant, that it may be necessary from time to time for non-bargaining unit employees to do work in co-operation with bargaining unit employees.
- b) The use of contractor's employees to supplement bargaining unit work will not cause the layoff of any employee in the bargaining unit.
- c) The company will inform the Unit Chair or designate in writing of any use of contractor's employees that will be of at least 10 days in duration and provide the following information:
- i) The nature of and reasons for the work being contracted out.
  - ii) The expected duration of the contract.
  - iii) The anticipated number of contractor's employees to be involved.
- d) When the Company retains contractor's employees to supplement the work of bargaining unit employees and where work is not continuous with a regular shift, the Company will offer overtime to employees who have submitted chits before the overtime work is assigned to a contractor's employee.
- e) Where there is any issue arising out of the use of contractor's employees or contracting out activity, the company will meet directly with the Unit Chair to resolve. If the matter cannot

be resolved, it will be referred to a Senior VP quarterly meeting or as required.

- f) The Company will provide listings of all contracting out activity in an area upon request of the Unit Chair.

11.07 Before the Company seeks candidates from outside the Bargaining Unit, preference shall be given to senior qualified employees at Firebag who have a minimum of one (1) year Area seniority, in accordance with Article 11.05, in the area they are transferring from, and have applied pursuant to the procedures below.

- a) The Company shall post notices of any permanent vacancies on designated job vacancy bulletin boards, and shall send a copy of each posting to the Union Office. Such posting shall contain qualification requirements, rate of pay for the job, date of posting, actual posting expiry date, and date for contact of applicants.
- b) The Company agrees to receive written applications for transfer from employees for a minimum of eight (8) days from the date of the posting. Applications must include a phone number where they may be reached on the second business day following the posting expiry date. Employees contacted will have twenty-four (24) hours to respond to the job offer. An applicant who is not available for contactor who declines the offer will not be permitted to apply for the same job for the balance of the calendar year.
- c) A successful job applicant shall be released to their new job as soon as possible but in any event not later than thirty (30) working days after the closing of the job posting. In the event the successful applicant's home area decides to fill the resulting vacancy within fourteen (14) calendar days of being notified then the standing applications on file that date will be the applicants for this resulting vacancy.
- d) The Company shall notify each unsuccessful employee of the reasons why he was not selected for the posted job vacancy.

11.08 Any employee who accepts a promotion or transfer out of the Bargaining Unit in excess of one thousand and forty (1040)



accumulated working hours per contract year shall be notified by the Company of their loss of bargaining unit seniority and may only re-enter the Bargaining Unit at the trainee level. Any overtime worked will be recorded on the bi-weekly overtime list. During this period they may be reverted to their former position.

## **ARTICLE XII – LAYOFF AND DISCHARGE**

- 12.01 a) The Company agrees to provide the Union with six (6) months' notice of a plant closure, partial plant closure or other workforce reduction caused by changes in working methods, technological change or automation and/or facilities which will involve the lay-off of any person covered by Article 2.01 during the life of this Agreement.
- b) Senior employees displaced as a result of such change will be given the opportunity to transfer to any department in the operation where there is an opening, if they satisfy the basic requirements for the position. If retraining is required to fill the open position, the Company will provide such training where possible, or co-operate with government retraining departments to provide such training in order that the displaced employee may qualify to continue in the employ of the Company. Employees who remain in the employ of the Company will have their regular rate of pay maintained until permanently reassigned to their new job. Employees who are permanently reassigned will have their regular salary maintained until they qualify for a higher rate or until subsequent adjustments in regular salary rates qualify the employees for an increase. For this maintenance of rate provision to apply, employees who are permanently reassigned must meet the progression requirements in accordance with this agreement.
- c) In the event it is not possible to reassign the employee to other useful employment in the operation, then on severance, the employee will receive severance pay based on the greater of:
- i) four weeks pay multiplied by 1.30; or
  - ii) two weeks' pay plus two weeks pay for each year of Continuous Service multiplied by 1.30, provided in either case the employee has at least one (1) year of

Continuous Service with the Company. Severance pay for a partial year of service will be calculated on a prorated basis. A weeks' pay shall equal 40 hours at the employee's base hourly rate.

- 12.02 a) In the event that it is necessary for the Company to reduce the working force, the lay-off shall be made by the Company in the reverse order of Company seniority within the trade or progression concerned within each Department of the plant, providing employees retained are qualified to do the work remaining. However, in the event of lay-off in a trade or progression common to more than one Department, then the junior of the qualified employees affected will be laid off regardless of the department, with the remaining employees being transferred to fill the resulting vacancies.
- b) i) If an employee who has transferred from one department to another while employed by the company is to be laid off, they may exercise their Company seniority to displace the junior employee in the trade or progression where they worked in their last previous department provided the junior employee has less company seniority and has the least company seniority in the trade or progression in their last previous department and provided they are qualified to fill the position.
- ii) Employees who are not able to retain employment through (b)(i) above may use their qualifications and seniority to displace the employee who has less Company Seniority and who has the least Company Seniority in any entry level position provided that no more than twenty-five (25%) percent of such employees in an area are displaced. For the purpose of this provision, entry level positions are Trainee's, the Company reserves the right to phase in the displacement of a large number of operators if to do otherwise would not be in the best interest of the business. In the case of Labourers, there are no restrictions on displacement.
- c) i) The recall of employees will be in the reverse order of layoff, provided the employee has not been laid off for more than twelve (12) months and further provided the

employee(s) recalled are qualified to perform the work available.

- ii) Employee who decline a Recall for work expected to last less than one hundred and twenty (120) Calendar Days will not lose their position on the Recall List because of declining.
  - iii) Employees on the Recall List are responsible to inform the Company of their whereabouts so that they may be contacted for Recall. The Company will notify the employee by telephone. Failing that, the Company will notify the employee by Registered Mail or other form of delivery which demonstrates the attempt to contact was made at the last known address of the employee and a copy of the notices to be sent to the Union.
  - iv) The employee has forty-eight (48) hours to respond to contact by telephone and must report for work within an additional seven (7) days or some longer period if longer notice can be given by the Company. The employee has fourteen (14) days from the date a Registered or similar Letter of Notice is dispatched from the Company in which to respond and must report for work within an additional seven (7) days or some longer period if longer notice can be given by the Company.
- d) For the purpose of "continuous service", an employee recalled will be deemed to have continuous service.
  - e) An employee who accepts recall to other than the position that they held prior to layoff will retain their position on the recall list until such time as they have had an opportunity to return to the position held prior to layoff, provided the employee has not been on the recall list for more than twelve (12) months.

12.03 For the purposes of layoff the date and time of notification of layoff shall be deemed the commencement of layoff and the date and time of notification of recall shall be deemed the official time of the recall regardless of which shift a recalled employee actually works in accordance with regular work schedules.

12.04 In the event that any classification or position is cancelled for any reason and the employee in that classification is lowered to a lower classification, they will maintain their regular salary.

- 12.05 Should an employee accept an opportunity to transfer to another position rather than be laid off, the employee will have their regular rate of pay maintained until he qualified for a higher rate or until subsequent adjustments in regular rates of pay qualify the employee for an increase. For this maintenance of rate provision to apply, an employee who is permanently reassigned must meet the progression requirements in accordance with this agreement.
- 12.06 In preference to being laid off, an employee who has at least one (1) year of continuous service with the Company may request in writing to accept the following severance pay and to terminate their employment with the Company. In this case, the employee shall have no recall rights under this Agreement. Severance pay will be provided based on the greater of:
- a) four weeks' pay multiplied by 1.30; or
  - b) two weeks' pay plus two weeks' pay for each year of Continuous Service multiplied by 1.30, provided in either case the employee has at least one (1) year of Continuous Service with the Company. Severance pay for a partial year of service will be calculated on a prorated basis. A weeks' pay shall equal 40 hours at the employee's base hourly rate.

### **ARTICLE XIII – GRIEVANCE PROCEDURE**

- 13.01 Definition: For the purpose of this Agreement the term "grievance" shall mean any dispute between the Company and the Union, or between the Company and any employee within the jurisdiction of the Union, concerning the interpretation, application, claim of breach or violation of this Agreement.
- 13.02 a) Any employee who has a dispute shall first discuss the matter with their immediate Supervisor with a view to prompt settlement thereof. The employee may have their Union Steward present at such discussion.
- i) Step One: If after forty-eight (48) hours the dispute is not resolved, it then becomes a formal grievance if the employee and/or their Union Steward present a written grievance form to their Supervisor, specifying the provision(s) of the Collective Agreement violated and specifying the remedy requested, within seven (7)

working days of the date of occurrence of the factor event which gave rise to the matter in dispute.

- ii) The grievance will be heard by the Manager or their appointee, the Manager will arrange an acceptable hearing date within five (5) working days of the formal submission. At this meeting the Grievor will be accompanied by a Union Steward. The Manager or their appointee shall reply in writing to the Grievor within a further five (5) working days.
- c) Step Two: Failing the satisfactory resolution of the grievance within five (5) working days of the date of the written reply in Step One, the grievance may be appealed to the Vice President or their appointee, who will arrange a meeting with a Union Grievance Committee for that purpose, within a further ten (10) working days.
- d) i) The meetings referred to in (b) (ii) and (c) above shall be held on the Grievor's day shift.  
ii) Where an appointee hears the grievance, such appointee shall not be the person who heard the grievance in the previous step.
- e) If the grievance is not resolved within five (5) working days of the date of the meeting, it may be submitted to arbitration in accordance with the following procedures:
  - i) discipline and discharge grievances will be heard by a single arbitrator;
  - ii) grievances of any other nature will be heard by a three-person Arbitration Board unless otherwise agreed to by both parties.

13.03 The party desiring arbitration shall notify the other party of intention to arbitrate, and if no such notice is received within thirty (30) working days of the date of the final answer in Step Two of the grievance procedure, the grievance shall be deemed to be settled.

13.04 a) A grievance of the Union which cannot be made the grievance of an employee or a group of employees may be submitted by the Union to the Company, and a grievance of the Company may be submitted in writing within ten (10) working days after the occurrence of the fact or event

which gave rise to the matter in dispute. A meeting of the parties shall be held thereafter within a period of five (5) working days with the Director of Human Resources, or their appointee in attendance. Such meeting and response in writing within ten (10) working days thereof, shall constitute the first and final step of the grievance procedure in a grievance of this nature.

- b) If the matter is not satisfactorily resolved by this procedure it may be submitted to arbitration according to Article 13.03.

13.05 The time limit imposed on the initial filing of a written grievance is not intended to be restrictive where the employee or party grieving could not be aware of the existence of a potential grievance within such limit, e.g., a delay caused by pay calculation procedures which extend beyond the allowed time limit, or by promotion, or the event of an employee's absence through illness, compensable accident, vacation or authorized leave of absence.

13.06 a) In the event that the Company does not respond to a grievance within the specified time limits (subject to 13.06(b)) the grievance may be advanced to the next step in the grievance procedure.

- b) In the event that a grievance is not submitted or advanced from one step to another within the time limits specified, (subject to Article 13.05) or as extended by agreement between the Company and the Union in writing, the grievance shall be deemed to be settled.

13.07 a) Prior to the imposition of documented discipline, an employee, if available, will be notified at a meeting with Management of the reasons for such action, unless they are a danger to themselves or others. The employee, if they so desire, may be accompanied by a Union Steward at the meeting.

- b) Any complaint or grievance by an employee, that they have been terminated without cause, may be submitted directly to Step Two of the grievance procedure, provided such action is taken within ten (10) calendar days of the date of termination. Probationary employees may not grieve their termination.

- c) Termination grievances will be scheduled for arbitration at the earliest opportunity.
  - d) Following completion of a consecutive twelve (12) month period without receiving further disciplinary letters, all letters of discipline will be removed from an employee's file provided that the discipline is not being processed through the grievance procedure. Once removed from the file a letter shall not be referred to in any subsequent action. Further, the Company agrees that all letters of discipline when removed are returned to the employee.
- 13.08 The term "working days" as used in Articles 13.01, 13.02, 13.03 and 13.04 is defined as the scheduled days worked by the individual holding the grievance.
- 13.09 The decision of the Board of Arbitration shall be final and binding upon the parties and upon all affected employees as set out in the Alberta Labour Relations Code.

#### **ARTICLE XIV – SAFETY, HEALTH AND GENERAL CONDITIONS**

- 14.01 The Company recognizes the importance of and will promote and encourage safety in the Plant for the protection and general welfare of the employees. The Union recognizes its responsibility and will co-operate fully with the Company.
- 14.02 In recognition that safety is a joint management and employee concern, the following committees will be established:
- a) Departmental Joint Health & Safety Committees will be established with representation from employees and Management to promote and discuss safety at the departmental levels. These committees will meet monthly.
  - b) The Company will recognize the Safety Board Chairperson and thirty (30) Area Safety Representatives. The Company will recognize a Shift Safety Representative where a sufficient number of employees per shift exist in the Area.
    - i) The Area Safety Representatives will receive all accident investigation and near miss reports for their area as issued.
    - ii) The Shift Safety Representative may attend all accident investigation meetings for their shift.

- c) No Joint Health & Safety committee member shall suffer loss of regular pay by attending regularly scheduled meetings of this committee. Committee members attending regularly scheduled meetings on their own time will be paid the travel allowance and their normal rate of pay, for actual time spent at the meeting, at overtime rates.
  - d) Area Safety Representatives will be given the opportunity for worksite observation and other safety related work as the Company requests. Area Safety Representatives will be given the appropriate time to prepare for meetings where requested by the Company.
- 14.03 The Company will provide adequate first aid facilities in the Plant. The Company agrees to provide and maintain lockers, lunchrooms, and reasonable sanitary, washing and shower facilities. Employees using these facilities are expected to refrain from littering and abusing the facilities.
- 14.04 When required to work in a location remote from other employees, an employee may request of their Supervisor, and their Supervisor may authorize, another employee to accompany them to ensure their safety.
- 14.05
- a) Twice weekly clothing changes will be allowed all Suncor Energy Inc. employees covered by Article 2.01.
  - b) Additional coveralls will be supplied as determined by the Area Superintendent.
  - c) The Company will pay, on the second pay day of October, to all employees covered by Article 2.01 who have completed their probationary period, an annual clothing allowance as outlined in Appendix "C", Letter of Understanding #1.
  - d) The Company agrees that the present practice of supplying safety equipment will continue in full.

## **ARTICLE XV – INCORPORATION OF OVERTIME AGREEMENT**

- 15.01 The terms of the overtime agreement, Article 5.07, shall be for such period as provided for in Article XVI of the Collective Agreement or may be terminated by either party after 30 calendar days written notice provided that a majority of employees from an area or progression have expressed a desire



to be removed from the compressed work week schedule or the Company has served proper notice of cancellation.

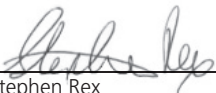
#### **ARTICLE XVI – EFFECTIVE DATE, DURATION AND AMENDMENTS**

- 16.01 a) The terms set out herein incorporate the terms imposed by the Arbitration Award of Andrew Sims, dated May 9, 2011 and shall continue in force and effect until 12:01 a.m. on the 1st day of May, 2026 and thereafter from year to year unless written notice is given by either party to the other, within one hundred and twenty (120) days of the expiration date, of intention to terminate or negotiate amendments for a new Agreement.
- b) Where notice to negotiate amendments for a new Agreement has been given, then this Agreement shall continue in force and effect until the Union and employees are in a position to lawfully strike or the Company is in a position to lawfully lock-out.
- c) Notwithstanding anything in this Article, any portion of this Agreement may be amended by the Company and the Union at any time provided that both Parties agree.

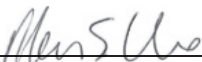
In witness whereof, we the undersigned hereby attach our hands and seal to this agreement this 13th day of February 2024 in the Municipality of Wood Buffalo, Alberta.

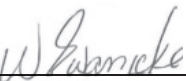
FOR THE COMPANY  
Suncor Energy Inc.,  
Base Plant & Firebag

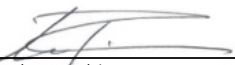
FOR THE UNION  
Unifor, Local Union No. 707-A

  
\_\_\_\_\_  
Stephen Rex

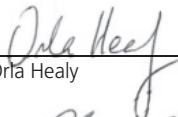
  
\_\_\_\_\_  
Dirk Tolman

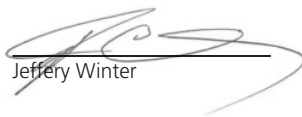
  
\_\_\_\_\_  
Mavis Ure


  
\_\_\_\_\_  
Wally Ewanicke

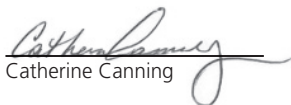
  
\_\_\_\_\_  
Andrew Robinson

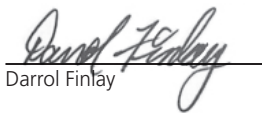
  
\_\_\_\_\_  
Ian Beaton

  
\_\_\_\_\_  
Orta Healy

  
\_\_\_\_\_  
Jeffery Winter

  
\_\_\_\_\_  
Stephanie Ford

  
\_\_\_\_\_  
Catherine Canning

  
\_\_\_\_\_  
Darrol Finlay

**APPENDIX "A" – SALARY GROUPS**  
**Firebag Wage Schedule**

<b>GROUP</b>	<b>RATES 23-02-01</b>	<b>RATES 24-02-01</b>	<b>RATES 25-02-01</b>	<b>POSITIONS</b>
A-2	68.81	71.22	73.71	Senior Field Operator - Panel Qualified
A-1	67.37	69.73	72.17	Control Room Operator
B-1	66.23	68.55	70.95	Senior Field Operator - Pads and Gathering
B	63.61	65.84	68.14	Production Technician – Phase 6 Field Operator – Phase 5
BB*	62.11	64.28	66.53	
CC	\$59.52	\$61.60	\$63.76	Production Technician – Phase 5 Field Operator – Phase 4
EE	\$55.50	\$57.44	\$59.45	Production Technician – Phase 4 Field Operator – Phase 3
FF	\$53.19	\$55.05	\$56.98	Production Technician – Phase 3 Field Operator – Phase 2
G**	53.71	55.59	57.54	Production Technician – Phase 2 Field Operator – Phase 1
GG**	\$50.89	\$52.67	\$54.51	Production Technician – Phase 2 Field Operator – Phase 1
HH	\$48.58	\$50.28	\$52.04	Production Technician – Phase 1 Field Operator – 8 months
II	\$46.00	\$47.61	\$49.28	Field Operator – 3 months Utility Production Technician
LL	\$40.26	\$41.67	\$43.13	Production Technician – Trainee Field Operator – Trainee

\*Applicable for purpose of calculating Power Engineering Certificate

\*\*Applicable for purpose of calculating Shift Differential

**Power Engineering Certificate  
For Employees with an Original Hire Date  
prior to May 1, 2019**

RATES 23-02-01	RATES 24-02-01	RATES 25-02-01	POSITIONS
76.33	79.01	81.77	4th Class Ticket - 1.5% of the A-B-D Schedule bi-weekly at the "B" salary group
229.00	237.02	245.30	3rd Class Ticket - 4.5% of the A-B-D Schedule bi-weekly at the "B" salary group
279.88	289.70	299.82	2nd Class Ticket - 5.5% of the A-B-D Schedule bi-weekly at the "B" salary group

**Power Engineering Certificate  
For all Employees with an Original Hire Date  
of May 1, 2019 and after**

RATES 23-02-01	RATES 24-02-01	RATES 25-02-01	POWER ENGINEERING CERTIFICATE
74.53	77.14	79.84	4th Class Ticket - 1.5% of the A-B-D Schedule bi-weekly at the "BB" salary group
223.60	231.41	239.51	3rd Class Ticket - 4.5% of the A-B-D Schedule bi-weekly at the "BB" salary group
273.28	282.83	292.73	2nd Class Ticket - 5.5% of the A-B-D Schedule bi-weekly at the "BB" salary group

**SALARY SCHEDULE FOR EMPLOYEES WITH AN  
ORIGINAL HIRE DATE PRIOR TO MAY 1, 2019**

**SALARY SCHEDULE - MONTHLY SALARIES**

EFFECTIVE 23-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) MONTHLY SAL. 40 HOUR</b>	<b>5.07 (F) SHIFT DIFF.</b>	<b>5.07 (C,G) SHIFT DIFF.</b>	<b>AVERAGE SHIFT O/T</b>	<b>5.07 (F) SHIFT REG. MONTHLY SALARY</b>	<b>5.07 (C,G) SHIFT REG. MONTHLY SALARY</b>
A-2	\$68.81	\$11,968.03	\$401.51	\$424.91	\$1,196.80	\$13,566.34	\$13,589.74
A-1	\$67.37	\$11,717.57	\$401.51	\$424.91	\$1,171.76	\$13,290.84	\$13,314.23
B-1	\$66.23	\$11,519.29	\$401.51	\$424.91	\$1,151.93	\$13,072.73	\$13,096.13
B	\$63.61	\$11,063.60	\$401.51	\$424.91	\$1,106.36	\$12,571.47	\$12,594.86
G	\$53.71	\$9,341.70	\$401.51	\$424.91	\$934.17	\$10,677.39	\$10,700.78

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "G" HOURLY RATE	\$1.07	\$2.15	\$3.76
---------------------------------------	--------	--------	--------

**SALARY SCHEDULE FOR EMPLOYEES WITH AN  
ORIGINAL HIRE DATE PRIOR TO MAY 1, 2019**

**SALARY SCHEDULE - MONTHLY SALARIES**

EFFECTIVE 23-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) MONTHLY SAL. 40 HOUR</b>	<b>5.07 (E) SHIFT DIFF.</b>	<b>5.07 (H) SHIFT DIFF.</b>	<b>AVERAGE SHIFT O/T</b>	<b>5.07 (E) SHIFT REG. MONTHLY SALARY</b>	<b>5.07 (H) SHIFT REG. MONTHLY SALARY</b>
A-2	\$68.81	\$11,968.03	\$130.88	\$74.79	\$1,196.80	\$13,295.71	\$12,042.81
A-1	\$67.37	\$11,717.57	\$130.88	\$74.79	\$1,171.76	\$13,020.21	\$11,792.36
B-1	\$66.23	\$11,519.29	\$130.88	\$74.79	\$1,151.93	\$12,802.10	\$11,594.08
B	\$63.61	\$11,063.60	\$130.88	\$74.79	\$1,106.36	\$12,300.84	\$11,138.39
G	\$53.71	\$9,341.70	\$130.88	\$74.79	\$934.17	\$10,406.76	\$9,416.49

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "G" HOURLY RATE	\$1.07	\$2.15	\$3.76
---------------------------------------	--------	--------	--------

**SALARY SCHEDULE FOR EMPLOYEES WITH AN  
ORIGINAL HIRE DATE PRIOR TO MAY 1, 2019**

**SALARY SCHEDULE - BI-WEEKLY SALARIES**

EFFECTIVE 23-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) BI-WEEKLY SAL. 40 HOUR</b>	<b>5.07 (H) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (E) SHIFT REG BI-WEEKLY</b>	<b>5.07 (F) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (C,G) SHIFT REGULAR BI-WEEKLY</b>
A-2	\$68.81	\$5,504.80	\$5,539.20	\$6,115.48	\$6,239.96	\$6,250.72
A-1	\$67.37	\$5,389.60	\$5,424.00	\$5,988.76	\$6,113.24	\$6,124.00
B-1	\$66.23	\$5,298.40	\$5,332.80	\$5,888.44	\$6,012.92	\$6,023.68
B	\$63.61	\$5,088.80	\$5,123.20	\$5,657.88	\$5,782.36	\$5,793.12
G	\$53.71	\$4,296.80	\$4,331.20	\$4,786.68	\$4,911.16	\$4,921.92

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "G" HOURLY RATE	\$1.07	\$2.15	\$3.76
---------------------------------------	--------	--------	--------

**SALARY SCHEDULE FOR EMPLOYEES WITH AN  
ORIGINAL HIRE DATE PRIOR TO MAY 1, 2019**

**SALARY SCHEDULE - MONTHLY SALARIES**

EFFECTIVE 24-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) MONTHLY SAL. 40 HOUR</b>	<b>5.07 (F) SHIFT DIFF.</b>	<b>5.07 (C,G) SHIFT DIFF.</b>	<b>AVERAGE SHIFT O/T</b>	<b>5.07 (F) SHIFT REG. MONTHLY SALARY</b>	<b>5.07 (C,G) SHIFT REG. MONTHLY SALARY</b>
A-2	\$71.22	\$12,387.19	\$415.34	\$439.52	\$1,238.72	\$14,041.25	\$14,065.43
A-1	\$69.73	\$12,128.04	\$415.34	\$439.52	\$1,212.80	\$13,756.18	\$13,780.36
B-1	\$68.55	\$11,922.80	\$415.34	\$439.52	\$1,192.28	\$13,530.43	\$13,554.60
B	\$65.84	\$11,451.46	\$415.34	\$439.52	\$1,145.15	\$13,011.94	\$13,036.12
G	\$55.59	\$9,668.69	\$415.34	\$439.52	\$966.87	\$11,050.90	\$11,075.08

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "G" HOURLY RATE	\$1.11	\$2.22	\$3.89
---------------------------------------	--------	--------	--------



**SALARY SCHEDULE FOR EMPLOYEES WITH AN  
ORIGINAL HIRE DATE PRIOR TO MAY 1, 2019**

**SALARY SCHEDULE - MONTHLY SALARIES**

EFFECTIVE 24-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) MONTHLY SAL. 40 HOUR</b>	<b>5.07 (E) SHIFT DIFF.</b>	<b>5.07 (H) SHIFT DIFF</b>	<b>AVERAGE SHIFT O/T</b>	<b>5.07 (E) SHIFT REG. MONTHLY SALARY</b>	<b>5.07 (H) SHIFT REG. MONTHLY SALARY</b>
A-2	\$71.22	\$12,387.19	\$135.14	\$77.22	\$1,238.72	\$13,761.05	\$12,464.42
A-1	\$69.73	\$12,128.04	\$135.14	\$77.22	\$1,212.80	\$13,475.99	\$12,205.26
B-1	\$68.55	\$11,922.80	\$135.14	\$77.22	\$1,192.28	\$13,250.23	\$12,000.03
B	\$65.84	\$11,451.46	\$135.14	\$77.22	\$1,145.15	\$12,731.75	\$11,528.68
G	\$55.59	\$9,668.69	\$135.14	\$77.22	\$966.87	\$10,770.70	\$9,745.91

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "G" HOURLY RATE	\$1.11	\$2.22	\$3.89
---------------------------------------	--------	--------	--------

**SALARY SCHEDULE FOR EMPLOYEES WITH AN  
ORIGINAL HIRE DATE PRIOR TO MAY 1, 2019**

**SALARY SCHEDULE - BI-WEEKLY SALARIES**

EFFECTIVE 24-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) BI-WEEKLY SAL. 40 HOUR</b>	<b>5.07 (H) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (E) SHIFT REG BI-WEEKLY</b>	<b>5.07 (F) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (C,G) SHIFT REGULAR BI-WEEKLY</b>
A-2	\$71.22	\$5,697.60	\$5,733.12	\$6,329.52	\$6,458.40	\$6,469.52
A-1	\$69.73	\$5,578.40	\$5,613.92	\$6,198.40	\$6,327.28	\$6,338.40
B-1	\$68.55	\$5,484.00	\$5,519.52	\$6,094.56	\$6,223.44	\$6,234.56
B	\$65.84	\$5,267.20	\$5,302.72	\$5,856.08	\$5,984.96	\$5,996.08
G	\$55.59	\$4,447.20	\$4,482.72	\$4,954.08	\$5,082.96	\$5,094.08

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "G" HOURLY RATE	\$1.11	\$2.22	\$3.89
---------------------------------------	--------	--------	--------

**SALARY SCHEDULE FOR EMPLOYEES WITH AN  
ORIGINAL HIRE DATE PRIOR TO MAY 1, 2019**

**SALARY SCHEDULE - MONTHLY SALARIES**

EFFECTIVE 25-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) MONTHLY SAL. 40 HOUR</b>	<b>5.07 (F) SHIFT DIFF.</b>	<b>5.07 (C,G) SHIFT DIFF</b>	<b>AVERAGE SHIFT O/T</b>	<b>5.07 (F) SHIFT REG. MONTHLY SALARY</b>	<b>5.07 (C,G) SHIFT REG. MONTHLY SALARY</b>
A-2	\$73.71	\$12,820.28	\$430.30	\$455.35	\$1,282.03	\$14,532.60	\$14,557.65
A-1	\$72.17	\$12,552.43	\$430.30	\$455.35	\$1,255.24	\$14,237.97	\$14,263.01
B-1	\$70.95	\$12,340.23	\$430.30	\$455.35	\$1,234.02	\$14,004.55	\$14,029.60
B	\$68.14	\$11,851.49	\$430.30	\$455.35	\$1,185.15	\$13,466.94	\$13,491.99
G	\$57.54	\$10,007.85	\$430.30	\$455.35	\$1,000.79	\$11,438.93	\$11,463.98

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "G" HOURLY RATE	\$1.15	\$2.30	\$4.03
---------------------------------------	--------	--------	--------

**SALARY SCHEDULE FOR EMPLOYEES WITH AN  
ORIGINAL HIRE DATE PRIOR TO MAY 1, 2019**

**SALARY SCHEDULE - MONTHLY SALARIES**

EFFECTIVE 25-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) MONTHLY SAL. 40 HOUR</b>	<b>5.07 (E) SHIFT DIFF.</b>	<b>5.07 (H) SHIFT DIFF</b>	<b>AVERAGE SHIFT O/T</b>	<b>5.07 (E) SHIFT REG. MONTHLY SALARY</b>	<b>5.07 (H) SHIFT REG. MONTHLY SALARY</b>
A-1	\$73.71	\$12,820.28	\$140.01	\$80.01	\$1,282.03	\$14,242.32	\$12,900.28
A-2	\$72.17	\$12,552.43	\$140.01	\$80.01	\$1,255.24	\$13,947.68	\$12,632.43
B-1	\$70.95	\$12,340.23	\$140.01	\$80.01	\$1,234.02	\$13,714.27	\$12,420.24
B	\$68.14	\$11,851.49	\$140.01	\$80.01	\$1,185.15	\$13,176.65	\$11,931.50
G	\$57.54	\$10,007.85	\$140.01	\$80.01	\$1,000.79	\$11,148.65	\$10,087.86

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "G" HOURLY RATE	\$1.15	\$2.30	\$4.03
---------------------------------------	--------	--------	--------

**SALARY SCHEDULE FOR EMPLOYEES WITH AN  
ORIGINAL HIRE DATE PRIOR TO MAY 1, 2019**

**SALARY SCHEDULE - BI-WEEKLY SALARIES**

EFFECTIVE 25-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) BI-WEEKLY SAL. 40 HOUR</b>	<b>5.07 (H) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (E) SHIFT REG BI-WEEKLY</b>	<b>5.07 (F) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (C,G) SHIFT REGULAR BI-WEEKLY</b>
A-2	\$73.71	\$5,896.80	\$5,933.60	\$6,550.88	\$6,684.40	\$6,695.92
A-1	\$72.17	\$5,773.60	\$5,810.40	\$6,415.36	\$6,548.88	\$6,560.40
B-1	\$70.95	\$5,676.00	\$5,712.80	\$6,308.00	\$6,441.52	\$6,453.04
B	\$68.14	\$5,451.20	\$5,488.00	\$6,060.72	\$6,194.24	\$6,205.76
G	\$57.54	\$4,603.20	\$4,640.00	\$5,127.92	\$5,261.44	\$5,272.96

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "G" HOURLY RATE	\$1.15	\$2.30	\$4.03
---------------------------------------	--------	--------	--------





**FIREBAG WAGE SCHEDULES FOR ALL EMPLOYEES WITH AN  
ORIGINAL HIRE DATE MAY 1, 2019 AND AFTER**

**SALARY SCHEDULE - BI-WEEKLY SALARIES**

EFFECTIVE 23-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) BI-WEEKLY SAL. 40 HOUR</b>	<b>5.07 (H) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (E) SHIFT REG BI-WEEKLY</b>	<b>5.07 (F) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (C,G) SHIFT REGULAR BI-WEEKLY</b>
A-1	\$67.37	\$5,389.60	\$5,422.24	\$5,985.68	\$6,103.76	\$6,113.92
B	\$63.61	\$5,088.80	\$5,121.44	\$5,654.80	\$5,772.88	\$5,783.04
CC	\$59.52	\$4,761.60	\$4,794.24	\$5,294.88	\$5,412.96	\$5,423.12
EE	\$55.50	\$4,440.00	\$4,472.64	\$4,941.12	\$5,059.20	\$5,069.36
FF	\$53.19	\$4,255.20	\$4,287.84	\$4,737.84	\$4,855.92	\$4,866.08
GG	\$50.89	\$4,071.20	\$4,103.84	\$4,535.44	\$4,653.52	\$4,663.68
HH	\$48.58	\$3,886.40	\$3,919.04	\$4,332.16	\$4,450.24	\$4,460.40
II	\$46.00	\$3,680.00	\$3,712.64	\$4,105.12	\$4,223.20	\$4,233.36
LL	\$40.26	\$3,220.80	\$3,253.44	\$3,600.00	\$3,718.08	\$3,728.24

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "GG" HOURLY RATE                      \$1.02                      \$2.04                      \$3.56







**FIREBAG WAGE SCHEDULES FOR ALL EMPLOYEES WITH AN  
ORIGINAL HIRE DATE MAY 1, 2019 AND AFTER**

**SALARY SCHEDULE - BI-WEEKLY SALARIES**

EFFECTIVE 24-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) BI-WEEKLY SAL. 40 HOUR</b>	<b>5.07 (H) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (E) SHIFT REG BI-WEEKLY</b>	<b>5.07 (F) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (C,G) SHIFT REGULAR BI-WEEKLY</b>
A-1	\$69.73	\$5,578.40	\$5,612.16	\$6,195.32	\$6,317.48	\$6,328.04
B	\$65.84	\$5,267.20	\$5,300.96	\$5,853.00	\$5,975.16	\$5,985.72
CC	\$61.60	\$4,928.00	\$4,961.76	\$5,479.88	\$5,602.04	\$5,612.60
EE	\$57.44	\$4,595.20	\$4,628.96	\$5,113.80	\$5,235.96	\$5,246.52
FF	\$55.05	\$4,404.00	\$4,437.76	\$4,903.48	\$5,025.64	\$5,036.20
GG	\$52.67	\$4,213.60	\$4,247.36	\$4,694.04	\$4,816.20	\$4,826.76
HH	\$50.28	\$4,022.40	\$4,056.16	\$4,483.72	\$4,605.88	\$4,616.44
II	\$47.61	\$3,808.80	\$3,842.56	\$4,248.76	\$4,370.92	\$4,381.48
LL	\$41.67	\$3,333.60	\$3,367.36	\$3,726.04	\$3,848.20	\$3,858.76

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "GG" HOURLY RATE	\$1.05	\$2.11	\$3.69
--	--------	--------	--------



**FIREBAG WAGE SCHEDULES FOR ALL EMPLOYEES WITH AN  
ORIGINAL HIRE DATE MAY 1, 2019 AND AFTER**

**SALARY SCHEDULE - MONTHLY SALARIES**

EFFECTIVE 25-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) MONTHLY SAL. 40 HOUR</b>	<b>5.07 (E) SHIFT DIFF.</b>	<b>5.07 (H) SHIFT DIFF.</b>	<b>AVERAGE SHIFT O/T</b>	<b>5.07 (E) SHIFT REG. MONTHLY SALARY</b>	<b>5.07 (H) SHIFT REG. MONTHLY SALARY</b>
A-1	\$72.17	\$12,552.43	\$132.71	\$75.83	\$1,255.24	\$13,940.38	\$12,628.26
B	\$68.14	\$11,851.49	\$132.71	\$75.83	\$1,185.15	\$13,169.35	\$11,927.33
CC	\$63.76	\$11,089.69	\$132.71	\$75.83	\$1,108.97	\$12,331.36	\$11,165.52
EE	\$59.45	\$10,340.05	\$132.71	\$75.83	\$1,034.01	\$11,506.77	\$10,415.89
FF	\$56.98	\$9,910.45	\$132.71	\$75.83	\$991.05	\$11,034.20	\$9,986.28
GG	\$54.51	\$9,480.85	\$132.71	\$75.83	\$948.08	\$10,561.64	\$9,556.68
HH	\$52.04	\$9,051.24	\$132.71	\$75.83	\$905.12	\$10,089.07	\$9,127.08
II	\$49.28	\$8,571.20	\$132.71	\$75.83	\$857.12	\$9,561.03	\$8,647.03
LL	\$43.13	\$7,501.54	\$132.71	\$75.83	\$750.15	\$8,384.40	\$7,577.37

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "GG" HOURLY RATE	\$1.09	\$2.18	\$3.82
--	--------	--------	--------

**FIREBAG WAGE SCHEDULES FOR ALL EMPLOYEES WITH AN  
ORIGINAL HIRE DATE MAY 1, 2019 AND AFTER**

**SALARY SCHEDULE - BI-WEEKLY SALARIES**

EFFECTIVE 25-02-01 (YY-MM-DD) subject to verification

<b>SALARY GROUP</b>	<b>BASE HOURLY RATE</b>	<b>5.07 (A,B,D) BI-WEEKLY SAL. 40 HOUR</b>	<b>5.07 (H) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (E) SHIFT REG BI-WEEKLY</b>	<b>5.07 (F) SHIFT REGULAR BI-WEEKLY</b>	<b>5.07 (C,G) SHIFT REGULAR BI-WEEKLY</b>
A-1	\$72.17	\$5,773.60	\$5,808.48	\$6,412.00	\$6,538.56	\$6,549.48
B	\$68.14	\$5,451.20	\$5,486.08	\$6,057.36	\$6,183.92	\$6,194.84
CC	\$63.76	\$5,100.80	\$5,135.68	\$5,671.92	\$5,798.48	\$5,809.40
EE	\$59.45	\$4,756.00	\$4,790.88	\$5,292.64	\$5,419.20	\$5,430.12
FF	\$56.98	\$4,558.40	\$4,593.28	\$5,075.28	\$5,201.84	\$5,212.76
GG	\$54.51	\$4,360.80	\$4,395.68	\$4,857.92	\$4,984.48	\$4,995.40
HH	\$52.04	\$4,163.20	\$4,198.08	\$4,640.56	\$4,767.12	\$4,778.04
II	\$49.28	\$3,942.40	\$3,977.28	\$4,397.68	\$4,524.24	\$4,535.16
LL	\$43.13	\$3,450.40	\$3,485.28	\$3,856.48	\$3,983.04	\$3,993.96

SHIFT DIFFERENTIAL BASED ON: DAY SHIFT - 2%, AFTERNOON SHIFT - 4%,  
NIGHT SHIFT - 7%

RESPECTIVELY OF GROUP "GG" HOURLY RATE	\$1.09	\$2.18	\$3.82
--	--------	--------	--------

## APPENDIX "B" – PROGRESSION NOTES

### FIREBAG PLANTS SALARY AND JOB PROGRESSION CHART

Firebag Plant Salary and Job Progression from Phase to Phase shall be through seniority, experience, demonstrated knowledge and ability in accordance with the following:

**Control Room Operator**

Phase	Time Requirements (Min)	Stage 1 Plant 91		Stage 2 Plant 92		Stage 3 Plant 93 SWC		Stage 4 Plant 94 Oil		Salary Group
6	48 Mos.	(1) Plant 92 Post	5 of 5	(1) Plant 91 Post	5 of 5	(1) Oil Post	4 of 4	(1) SWC Post	4 of 4	B
5	40 Mos.	Steam	4 of 5	Cogen	4 of 5	Cogen	3 of 4	DSU	3 of 4	C
4	32 Mos.	SRU	3 of 5	Steam	3 of 5	Time Only		Time Only		E
3	24 Mos.	Process	2 of 5	Process	2 of 5	Steam	2 of 4	Process	2 of 4	F
2	16 Mos.	Time Only		Time Only		Time Only		Time Only		G
1	8 Mos.	Water	1 of 5	Water/ DWT	1 of 5	Water	1 of 4	U&O	1 of 4	H
	3 Mos.	Utility		Utility		Utility		Utility		I
	Start	Trainee		Trainee		Trainee		Trainee		L

Training opportunities will be done based on seniority.

Utility Production Technician is not part of the total complement and not a designated position.

1. a) Within Firebag Plant Progressions the total complement per continuous shift shall be as follows:

- 4 CRO

- 17 Production technicians

- b) For training and qualification purposes, and for normal operations, the following positions will be designated.

**Plant 91/92**

Plt 91/SRU CRO

Plt 92 CRO

91 Steam Prod. Tech

91 Process Prod. Tech

SRU Prod. Tech

91 Water Prod. Tech

92 Steam Prod. Tech

92 Cogen Prod. Tech

92 Process Prod. Tech

92 Water Prod. Tech

92 DWT Prod. Tech

**Plant 93/94**

SWC CRO

Oil CRO

Cogen Prod. Tech

DSU Prod. Tech

Steam Prod. Tech

Process Prod. Tech

Water Prod. Tech

U&O Prod. Tech

- c) While the total shift complement will be maintained in accordance with Article 11.01(e), an employee may be temporarily assigned, in accordance with Firebag Note 3, to other than their regular position for training purposes or as operating conditions require.
- d) A 3rd class Power Engineering Certificate is mandatory prior to attaining qualification on all the 91, 92, & SWC Plant Boards at the Firebag facility. A 3rd class Power Engineering Certificate is also mandatory to operate and qualify on all steam and cogen units.
- e) A 4th class Power Engineering Certificate is mandatory prior to attaining a trainee position in Firebag Plant Progressions (Plant 91, 92, SWC & Oil).
- f) If a hired or transferred employee joins the Firebag Plant Progressions (Plant 91, 92, or SWC) with a 4th class Power Engineering Certificate they have 48 months to obtain a 3rd class Power Engineering Certificate. If they voluntarily choose not to obtain the 3rd class, they will be demoted down to E rate, where they will stay until such time they obtain their 3rd class ticket.



- g) Employees in the Firebag Plant Progressions will be paid an allowance for their Power Engineering certificate as per the Firebag Wage Schedule.
2. If a permanent vacancy occurs, the senior qualified employee within the progression shall be promoted in accordance with Article 11.01(a) and paid accordingly. Time constraints shall not be cause for denying an employee a permanent promotion.
  3. Shift staffing shall recognize seniority and the established sequence of job progression. The Company shall not realign employees without regard to their service, qualification and experience. Such realignment will be for shift coverage and training purposes only, with an employee normally moving to the next higher job in the Progression for which they are qualified. A shift staffing list which indicates currently assigned positions will be updated and posted when changes occur.
  4. An employee when designated to cover a Firebag Operating continuous shift position shall be deemed qualified in that position. However, in order to qualify for phase progression an employee must complete the experience requirements.
  5. Employees will receive exposure in the phase functions to provide sufficient opportunity for them to train and qualify within the minimum time periods.
  6. For Operators and Trainees within a phased progression, to remain current in a position for which they are qualified, they must work each position/phase for three twelve hour shifts once every one rolling year. Maintenance of this currency will be done on a voluntary basis until the time limit is exceeded after which it will be scheduled.
  7. Employees in a Firebag Plant Progression who have applied for a vacancy occurring in one of the other Firebag progressions will be given first consideration to fill the vacancy. If more than one applicant, the employee with the most area seniority will be considered first.

Upon such transfer, the employee will be established at the Trainee Level in terms of qualifications. Employees transferring shall maintain their rate of pay, up to and including B rate.

- a) In order to protect the seniority rights of those employees who have applied for a vacancy yet are held back by the company due to workforce constraints, the employee shall retain full area progression seniority rights over any employee(s) who;
  - (i) Was newly hired and assigned a trainee position;
  - (ii) Has transferred in from another department on or after the day, or date in which the written notice to move from one progression to another was approved.
- 8. As employees qualify at each phase within the progression, they will receive the appropriate corresponding rate of pay taking into consideration their skills and qualifications.

## FIREBAG PADS AND GATHERING SALARY AND JOB PROGRESSION CHART

Firebag Pads and Gathering Salary and Job Progression from Phase to Phase shall be through seniority, experience, demonstrated knowledge and ability in accordance with the following:

CRO

Phase	Time Requirements (Min)	Units	Salary Group
5	48	3 of 3	B
4	39	Time Only	C
3	30	2 of 3	E
2	21	Time Only	F
1	12	1 of 3	G
	6		H
	3		I
	Start	Trainee	L

Units for the Pads' progression are defined as follows:

Unit 1: Pads 101,102,103,104, 123 including infills & disposal wells

Unit 2: Pads 99, 105, 107, 108, 109, 110, 118

Unit 3: Pads 105, 106, 111, 112, 114, 115,116, 117

Training opportunities will be done based on seniority.

1. a) Within the Firebag Pads and Gathering Area, the total complement per continuous shift shall be as follows:
    - 1 CRO
    - 4 Production Technician Field Operators
  - b) Within the Firebag Pads and Gathering Area, the total complement on day shift shall be as follows:
    - 2 Production Technician Field Operators
  - c) For training and qualification purposes, and for normal operations, the following positions will be designated.
    - CRO
    - Production Technician Field Operators
  - d) While the total shift complement will be maintained in accordance with Article 11.01(e), an employee may be temporarily assigned, in accordance with Firebag Note 3, to other than their regular position for training purposes or as operating conditions require.
  - e) An Oil and Gas Degree or Process Degree or Chemical Degree or Petroleum Engineering Technology or Process Operator Technology or Chemical Engineering Technology or Heavy Oil Operator Certification or Production Field Operator Certification or Upstream Petroleum Industry Certification or Gas Process Operator Certification or 4th class Stationary Engineering Certificate or equivalency is mandatory prior to attaining a trainee position in the Firebag Pads and Gathering Progression.
2. If a permanent vacancy occurs, the senior qualified employee within the progression shall be promoted in accordance with Article 11.01(a) and paid accordingly. Time constraints shall not be cause for denying an employee a permanent promotion.
  3. A shift staffing list which indicates currently assigned positions will be updated and posted when changes occur.
  4. An employee when designated to cover a Firebag Operating continuous shift position shall be deemed qualified in that position. However, in order to qualify for phase progression an employee must complete the experience requirements.
  5. Employees will receive exposure in the phase functions to provide sufficient opportunity for them to train and qualify within the minimum time periods.

6. Employees in the Firebag Pads and Gathering Progression who have applied for a vacancy occurring in one of the other Firebag progressions (Plant Progressions) will be given first consideration to fill the vacancy. If more than one applicant, the employee with the most area seniority will be considered first.

Upon such transfer, the employee will be established at the Trainee Level. Employees transferring shall be eligible to maintain their rate of pay, up to and including B rate.

- a) In order to protect the seniority rights of those employees who have applied for a vacancy yet are held back by the company due to workforce constraints, the employee shall retain full area progression seniority rights over any employee(s) who;
  - (i) was newly hired and assigned a trainee position;
  - (ii) has transferred in from another department on or after the day, or date in which the written notice to move from one progression to another was approved.
7. As employees qualify at each phase within the progression, they will receive the appropriate corresponding rate of pay taking into consideration their skills and qualifications.

**APPENDIX "C"**  
**LETTER OF UNDERSTANDING #1**

**RE: CLOTHING ALLOWANCE – ARTICLE 14.05 (C)**

Lump sum payments for clothing will be based on the need in each area. Both boots and clothing will be rated in variables of 0-3 with a combined total indicating amount of money needed to sufficiently cover the cost of clothing.

- RATE 0:** Fire Resistant Outer clothing provided.
- RATE 1:** Reflects areas where conditions are reasonably constant, (dry and clean) with little or no exposure to seasonal variations. Wear factors would also be very low in these areas.
- RATE 2:** Where conditions are more severe than Rate 1 but less than in areas indicated by Rate 3.
- RATE 3:** Where outside work would be the norm on a year round basis and there is an exposure to seasonal variations. Those areas have high wear factors for boots or clothing and also a high replacement and cleaning frequency.

Areas are rated as follows:

	Boots	Clothing	Total
Firebag	3	0	3
Scale			
2			\$230.00
3			\$255.00
4			\$280.00
5			\$305.00
6			\$330.00

A winter clothing allowance will be provided in the amount of \$125 annually for any employee who works the majority of their time in the outdoors and is not being supplied Nomex winter clothing.

This letter shall form part of the Collective Agreement signed this 13th day of February 2024 in the Municipality of Wood Buffalo.

FOR THE UNION

Dirk Tolman  
Unit Chair  
Unifor, Local Union  
No. 707-A

FOR THE COMPANY

Stephen Rex  
Director, Labour &  
Employee Relations  
Suncor Energy Inc.

**APPENDIX "C"**  
**LETTER OF UNDERSTANDING #2**

**RE: OVERTIME – ARTICLE 6.06(A) FIREBAG**

This letter outlines the intentions of the parties with respect to Article 6.06 a). It is not intended to affect the operation of existing chit systems.

It is understood and accepted that this provision is a "best efforts" overtime opportunity and not an absolute equalization clause. It is not intended that a Supervisor endeavour to equalize overtime on a day-to-day or a week-to-week basis nor is it intended that he always offer overtime to the employee with the least hours in the pay classification.

Overtime list are zero at the beginning of each calendar year. Overtime totals displayed between January 1 and the first pay cut-off of the year include overtime hours from the previous period. The list published mid-year is used as check point to determine where the emphasis should be to have the overtime opportunity distribution reasonably equalized by the end of the year.

This letter shall form part of the Collective Agreement signed this 13th day of February 2024 in the Municipality of Wood Buffalo.

FOR THE UNION

Dirk Tolman  
Unit Chair  
Unifor, Local Union  
No. 707-A

FOR THE COMPANY

Stephen Rex  
Director, Labour &  
Employee Relations  
Suncor Energy Inc.



**APPENDIX "C"**  
**LETTER OF UNDERSTANDING #3**

**RE: PRODUCTIVITY AND EFFICIENCY ISSUES**

The purpose of this letter is to establish a meaningful framework within which regularly scheduled discussions will occur on productivity and efficiency issues affecting the success of the company and alignment of employees with the goals of Firebag.

The parties agree to meet at mutually agreed times during the life of the Collective Agreement to discuss productivity issues with Firebag leaders.

This letter shall form part of the Collective Agreement signed this 13th day of February 2024 in the Municipality of Wood Buffalo.

FOR THE UNION

Dirk Tolman  
Unit Chair  
Unifor, Local Union  
No. 707-A

FOR THE COMPANY

Stephen Rex  
Director, Labour &  
Employee Relations  
Suncor Energy Inc.

**APPENDIX "C"**  
**LETTER OF UNDERSTANDING #4**

**RE: ARTICLE 11.06 (C)**

Employment of contractors for work expected to last in excess of ten (10) days to supplement bargaining unit work will only take place after discussion with and input from the Area Steward(s).

Prior to layoff of journeyperson and/or apprentices in a given department, the Company will reduce journeyperson and/or apprentices in the same trade who are employed by Contractors in the same department. In a department where contractors are employed for other than trades work, such contractors will be reduced prior to lay off of Bargaining Unit Employees in that department employed in similar work.

This letter shall form part of the Collective Agreement signed this 13th day of February 2024 in the Municipality of Wood Buffalo.

FOR THE UNION

FOR THE COMPANY

Dirk Tolman  
Unit Chair  
Unifor, Local Union  
No. 707-A

Stephen Rex  
Director, Labour &  
Employee Relations  
Suncor Energy Inc.

**APPENDIX "C"**  
**LETTER OF UNDERSTANDING #5**

**RE: UNION MANAGEMENT MEETINGS**

The purpose of this letter is to establish regular scheduled meetings between the Area Job Chief Steward, Area Stewards, and Area Management. Those meetings to be scheduled quarterly will be to discuss any unsolved problems in the area that are appropriate with the intent that both parties continue to improve relationships.

Meetings are to be scheduled on a rotating basis to allow all Area Stewards an opportunity to attend their area meeting. If an Area Steward voluntarily attends a meeting virtually on their days off, they will be paid overtime for the greater of two hours or the duration of the meeting. Stewards shall not voluntarily attend a union management meeting if it causes a violation of Employment Standards.

No penalty payments shall result due to stewards attending union management meetings.

This letter shall form part of the Collective Agreement signed this 13th day of February 2024 in the Municipality of Wood Buffalo.

FOR THE UNION

Dirk Tolman  
Unit Chair  
Unifor, Local Union  
No. 707-A

FOR THE COMPANY

Stephen Rex  
Director, Labour &  
Employee Relations  
Suncor Energy Inc.

**APPENDIX "C"**  
**LETTER OF UNDERSTANDING #6**

**RE: HARASSMENT**

The Company and the Union recognize the right of employees to work in an environment free from sexual or workplace harassment, and to be treated fairly and with respect in the workplace. The purpose of this letter is to outline activities for both the Company and the Union to provide a workplace environment that is productive and promotes both the dignity and self-esteem of all employees.

For the purpose of this joint initiative, Sexual Harassment means any unwelcome behaviour of a sexual nature that causes offence or humiliation to any employee or that might be perceived by the employee as placing a condition of a sexual nature on any employment relationship.

Workplace harassment means any unwelcome behaviour, which creates an intimidating, threatening or hostile work environment such that an employee's performance is impaired, the employment relationship is adversely affected or the employee's dignity or respect is denied.

Acts of discrimination, harassment or violence in the workplace will not be tolerated.

It is a right of all employees who believe that they have been subjected to workplace harassment to first ask the instigator to stop the unwelcome behaviour if they are comfortable doing so.

This letter shall form part of the Collective Agreement signed this 13th day of February 2024 in the Municipality of Wood Buffalo.

FOR THE UNION

Dirk Tolman  
Unit Chair  
Unifor, Local Union  
No. 707-A

FOR THE COMPANY

Stephen Rex  
Director, Labour &  
Employee Relations  
Suncor Energy Inc.

**APPENDIX "C"**  
**LETTER OF UNDERSTANDING #7**

**RE: BANKED OVERTIME**

This will confirm our discussions with respect to personal time off needs of employees assigned to "R" type shifts. These employees normally would not work on Statutory Holidays and therefore have limited opportunity to accumulate banked time.

The Company will undertake to modify the Payroll system to accommodate banking of overtime for Bargaining Unit personnel assigned to "R" shifts.

"R" Shift employees will be permitted to accumulate up to fifty-six (56) hours of banked time, inclusive of Banked Statutory Holiday time. This means that for each Statutory Holiday hour banked, one less overtime hour bankable. (If all of the Banked Time is due to Statutory Holidays, then the Collective Agreement provisions apply in full.) Banking of overtime hours will be either two (2) for each hour worked or one (1) banked, one (1) paid for each hour worked. The most cost effective of these will be used in the programming of the payroll system.

Debanking of banked overtime will normally only be permitted provided overtime does not result on that day and provided the supervisor can reschedule the work the person would otherwise do that day. It is intended that best efforts will be made to accommodate the employees request with due regard to the cost effectiveness of the operation.

FOR THE UNION

Dirk Tolman  
Unit Chair  
Unifor, Local Union  
No. 707-A

FOR THE COMPANY

Stephen Rex  
Director, Labour &  
Employee Relations  
Suncor Energy Inc.

**APPENDIX "C"**  
**LETTER OF UNDERSTANDING #8**

**RE: UNION FUNDS**

Effective September 30, 2016, the Company will no longer make remittance to the Health, Safety and Industrial Relations Training Fund ("HSIRTF")

Effective October 1, 2016, the Company will remit 5 cents (\$.05) for each fulltime employee's regular hours of work to Paid Education Leave ("PEL"). The Union commits to maintain the principles and governance established with the HSIRTF for administration and reporting of PEL activities to the Company.

Effective October 1, 2016, the Company will remit 3 cents (\$.03) for each full-time employee's regular hours of work to the Canadian Community Fund ("CCF").

**FOR THE UNION**

Ken Smith  
President  
Unifor, Local Union  
No. 707-A

**FOR THE COMPANY**

Paul Bourque  
Director, Labour &  
Employee Relations  
Suncor Energy Inc.

## 2023

JANUARY							FEBRUARY							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
1	2	3	4	5	6	7				1	2	3	4	
8	9	10	11	12	13	14	5	6	7	8	9	10	11	
15	16	17	18	19	20	21	12	13	14	15	16	17	18	
22	23	24	25	26	27	28	19	20	21	22	23	24	25	
29	30	31					26	27	28					
MARCH							APRIL							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
			1	2	3	4							1	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	
12	13	14	15	16	17	18	9	10	11	12	13	14	15	
19	20	21	22	23	24	25	16	17	18	19	20	21	22	
26	27	28	29	30	31		23	24	25	26	27	28	29	
							30							
MAY							JUNE							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
	1	2	3	4	5	6					1	2	3	
7	8	9	10	11	12	13	4	5	6	7	8	9	10	
14	15	16	17	18	19	20	11	12	13	14	15	16	17	
21	22	23	24	25	26	27	18	19	20	21	22	23	24	
28	29	30	31				25	26	27	28	29	30		
JULY							AUGUST							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
						1			1	2	3	4	5	
2	3	4	5	6	7	8	6	7	8	9	10	11	12	
9	10	11	12	13	14	15	13	14	15	16	17	18	19	
16	17	18	19	20	21	22	20	21	22	23	24	25	26	
23	24	25	26	27	28	29	27	28	29	30	31			
30	31													
SEPTEMBER							OCTOBER							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
					1	2	1	2	3	4	5	6	7	
3	4	5	6	7	8	9	8	9	10	11	12	13	14	
10	11	12	13	14	15	16	15	16	17	18	19	20	21	
17	18	19	20	21	22	23	22	23	24	25	26	27	28	
24	25	26	27	28	29	30	29	30	31					
NOVEMBER							DECEMBER							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
			1	2	3	4							1	2
5	6	7	8	9	10	11	3	4	5	6	7	8	9	
12	13	14	15	16	17	18	10	11	12	13	14	15	16	
19	20	21	22	23	24	25	17	18	19	20	21	22	23	
26	27	28	29	30			24	25	26	27	28	29	30	
							31							

## 2024

JANUARY							FEBRUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28	29		
MARCH							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2		1	2	3	4	5	6
3	4	5	6	7	8	9	7	8	9	10	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28	29	30				
31													
MAY							JUNE						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	29
							30						
JULY							AUGUST						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28	29	30	31
SEPTEMBER							OCTOBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7			1	2	3	4	5
8	9	10	11	12	13	14	6	7	8	9	10	11	12
15	16	17	18	19	20	21	13	14	15	16	17	18	19
22	23	24	25	26	27	28	20	21	22	23	24	25	26
29	30						27	28	29	30	31		
NOVEMBER							DECEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2	1	2	3	4	5	6	7
3	4	5	6	7	8	9	8	9	10	11	12	13	14
10	11	12	13	14	15	16	15	16	17	18	19	20	21
17	18	19	20	21	22	23	22	23	24	25	26	27	28
24	25	26	27	28	29	30	29	30	31				



## 2025

JANUARY							FEBRUARY						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	
MARCH							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												
MAY							JUNE						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7
4	5	6	7	8	9	10	8	9	10	11	12	13	14
11	12	13	14	15	16	17	15	16	17	18	19	20	21
18	19	20	21	22	23	24	22	23	24	25	26	27	28
25	26	27	28	29	30	31	29	30					
JULY							AUGUST						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5						1	2
6	7	8	9	10	11	12	3	4	5	6	7	8	9
13	14	15	16	17	18	19	10	11	12	13	14	15	16
20	21	22	23	24	25	26	17	18	19	20	21	22	23
27	28	29	30	31			24	25	26	27	28	29	30
SEPTEMBER							OCTOBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6				1	2	3	4
7	8	9	10	11	12	13	5	6	7	8	9	10	11
14	15	16	17	18	19	20	12	13	14	15	16	17	18
21	22	23	24	25	26	27	19	20	21	22	23	24	25
28	29	30					26	27	28	29	30	31	
NOVEMBER							DECEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1		1	2	3	4	5	6
2	3	4	5	6	7	8	7	8	9	10	11	12	13
9	10	11	12	13	14	15	14	15	16	17	18	19	20
16	17	18	19	20	21	22	21	22	23	24	25	26	27
23	24	25	26	27	28	29	28	29	30	31			
30													

## 2026

JANUARY							FEBRUARY							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
					1	2	3	1	2	3	4	5	6	7
4	5	6	7	8	9	10	8	9	10	11	12	13	14	
11	12	13	14	15	16	17	15	16	17	18	19	20	21	
18	19	20	21	22	23	24	22	23	24	25	26	27	28	
25	26	27	28	29	30	31								
MARCH							APRIL							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
1	2	3	4	5	6	7				1	2	3	4	
8	9	10	11	12	13	14	5	6	7	8	9	10	11	
15	16	17	18	19	20	21	12	13	14	15	16	17	18	
22	23	24	25	26	27	28	19	20	21	22	23	24	25	
29	30	31					26	27	28	29	30			
MAY							JUNE							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
					1	2		1	2	3	4	5	6	
3	4	5	6	7	8	9	7	8	9	10	11	12	13	
10	11	12	13	14	15	16	14	15	16	17	18	19	20	
17	18	19	20	21	22	23	21	22	23	24	25	26	27	
24	25	26	27	28	29	30	28	29	30					
31														
JULY							AUGUST							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
			1	2	3	4							1	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	
12	13	14	15	16	17	18	9	10	11	12	13	14	15	
19	20	21	22	23	24	25	16	17	18	19	20	21	22	
26	27	28	29	30	31		23	24	25	26	27	28	29	
							30	31						
SEPTEMBER							OCTOBER							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
		1	2	3	4	5					1	2	3	
6	7	8	9	10	11	12	4	5	6	7	8	9	10	
13	14	15	16	17	18	19	11	12	13	14	15	16	17	
20	21	22	23	24	25	26	18	19	20	21	22	23	24	
27	28	29	30				25	26	27	28	29	30	31	
NOVEMBER							DECEMBER							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	
1	2	3	4	5	6	7			1	2	3	4	5	
8	9	10	11	12	13	14	6	7	8	9	10	11	12	
15	16	17	18	19	20	21	13	14	15	16	17	18	19	
22	23	24	25	26	27	28	20	21	22	23	24	25	26	
29	30						27	28	29	30	31			



