

Brothers and Sisters,

First off, no one could have predicted we would be where we are today in what seems like an everlasting pandemic. It has been stressful for many reasons; secluded from family, anxiety of the unknown, financial burdens, segregation from varying opinions/views and even symptoms/signs of depression. Everyone has gone through some form of unwanted stress. There is no handbook for what we have been going through and have had no choice but to be reactive as rules, regulations, stats, and life around us continually changes. We must remain unbiased. As an elected representative, we must support all varying beliefs and stances. Suncor has decided to develop a Rapid Antigen Screening policy. They have an obligation to protect the health and safety of their employees. We know many of you have questions as to why not test everyone if anyone can carry the disease? Why is this program focused on the partially and unvaccinated?

Dean Wilcox, our new SVP at Base Plant has stated, “recent expert data indicates that unvaccinated people are more likely to become infected with COVID-19 and have a higher rate of hospitalization and death when compared to the vaccinated population. While people who are fully vaccinated can still contract the virus, the risk is much lower, and they are less likely to experience severe outcomes. It is for this reason that we’ve elected to focus our mandatory screening program on those individuals who are not fully vaccinated for the time being. We acknowledge that the gap between the vaccinated and unvaccinated is constantly evolving and we continue to monitor and evaluate risk based on recent research and expert guidance.”

We hear everyone’s concerns regarding only testing the unvaccinated or undeclared and I will continually question the risks and gaps between the vaccinated and unvaccinated.

Available information reviewed regarding the test kits included safety data sheets (SDS) for the test kits and the nasal swabs, test kit instructions on how to perform the tests, promotional material for the nasal swabs and online investigations. Documentation on ethylene oxide published by the American Conference of Governmental Industrial Hygienists (ACGIH) was also reviewed. The ACGIH publishes information on exposure limits that is often adopted by many governments as their workplace exposure limits. The current ACGIH Threshold Limit Value-Time weighted Average (TLV-TWA) for EtO is 1 ppm or 1.8 mg/m<sup>3</sup>. The TWA means the average over an 8-hour period. The ACGIH has given EtO an A2-Suspected Human Carcinogen designation. This is because the available evidence of human EtO exposure and carcinogenicity was inadequate to classify it as a Confirmed Human Carcinogen. A small amount of EtO is naturally produced in the human body.

If an individual who is vaccinated, chooses to enter the Rapid Antigen Screening program, the expectation would be for the individual to self-administer the test at the same frequency as anyone else who has entered the program (72hrs). As a reminder, Base Plant employees enrolled in the mandatory RAS program need to pick up their RAS kit, register in the COVIDdetect app and begin screening by October 18. Messages from Suncor’s Health & Wellness team and DriverCheck were sent on October 4 with instructions for individuals who are required to participate in this program. If you did not receive instructions, please contact [rapidantigencreening@suncor.com](mailto:rapidantigencreening@suncor.com).

In solidarity,  
Unifor 707A Executives and Suncor Unit