2021 SHUTDOWNS/TURNAROUNDS

QUICK FACTS

Two of the major oil sands Owners will be conducting shutdown/turnaround maintenance activities at their facilities in Alberta. Projects that will have shutdowns in the Spring of 2021 are:

Suncor	Fort McMurray, Alberta
Syncrude	Fort McMurray, Alberta

Overall, these shutdowns/turnarounds are approximately 110 to 140 days in duration (includes pre and post turnaround work), pre-work is expected to commence well in advance of the actual plant shutdown date and post shutdown activities may continue for 15 to 30 days following the completion of the shutdown.

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

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

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

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

What the surrounding community expects of you:

- Respect and support for community rules *(i.e. avoid littering, speeding, be patient when large pieces of industrial or farm equipment are being moved, etc.)*

The following is what the employers will generally provide:

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

Rest Breaks
Two (2) thirty (30) minute breaks

Overtime Pay
As per collective agreement

Pay Days
Days – On Thursdays
Nights – On Wednesdays

GENERAL:

- COVID 19 Safety Protocols must be adhered to at all times at the sites

- Accommodations – Fort McMurray projects – camp

- Bussing – Fort McMurray projects, bus service is provided from the camps to the jobsite

- Site Orientation – Every new hire will be required to go through a mandatory site orientation

- ID Cards – You will be issued an ID card when you arrive at the project. Displaying and/or presenting of the ID card will be governed by applicable site policy

- Trade Tickets – Tickets will be verified by the employer during sign-on *(Welders must have valid up to date tickets and will be required to do job site tests for special processes)*

- WHMIS & CSTS – You will be required to produce valid designations

- Security Checks – Security officers may conduct random checks

- Smoking – Permitted only in designated areas (smoking is not permitted in buildings, vehicles or equipment)

- Alcohol & Drugs – Zero tolerance as outlined in each project's policies. Pre access A&D testing required for all projects

- Firearms, Weapons & Ammunition – Strictly prohibited

- Personal Vehicles – Personal vehicles are not permitted on the jobsites

- Environmental sensitive areas and Wildlife – Respect and observe the project rules that will be provided to you during orientation

- No Poaching and Soliciting Policy – Employees cannot "jump" from one employer to another at the project

- Acts of Misconduct – All projects have Zero Tolerance for acts of misconduct and will result in corrective action up to and including dismissal. It is your responsibility to review and familiarize yourself with the information that will be provided to you by your employer. Here are a few examples:

  - Brass in and out for other employees
  - Leaving work area without prior approval
  - Tardiness and Absenteeism without authorization
  - Insubordination
  - Sleeping on the job
  - Safety violations
  - Threatening or Harassing behaviour
  - Theft
  - Fighting on the job
  - Refusing to submit to drug & alcohol tests pursuant to the Canadian Model
  - Not abiding by the COVID 19 Safety Protocols

ACTIMS