Collective Agreement

Between

Suncor Energy Products Partnership, Sarnia Refinery

and

Sunoco Employees' Bargaining Association



2024-2028
Expires: February 29, 2028

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BARGAINING AGREEMENT

AGREEMENT made and entered into between Suncor Energy Products Partnership hereinafter referred to as the "Company" and SUNOCO EMPLOYEES' BARGAINING ASSOCIATION, SARNIA REFINERY, an unincorporated association representing employees in the positions designated in Salary Schedule "A" of the Sarnia Refinery hereinafter referred to as the "Association".

WITNESSETH: The parties hereto mutually agree as follows:

ARTICLE 1 - Purpose

1.01 The purpose of this Agreement is to provide a means by which the parties can work together to support and communicate all matters of mutual interest to continuously improve the profitability of the Company, and the security and well being of its employees.

ARTICLE 2 - Association Recognition and Security

2.01 The Company recognizes the Association as the exclusive collective bargaining agent for all employees, who have attained Association status, in the positions designated in Salary Schedule "A", hereinafter called "employees", in the Company's Sarnia Refinery. The Company and the Association agree that, except as hereinafter provided, no intimidation, no discrimination, no interference, and no restraint or coercion shall be exercised against any employee by either of the parties to this Agreement or their representatives on account of such employee's membership or non-membership in the Association.

2.02 Any employee who is now a member of the Association and any employee who joins the Association after the probationary period of six (6) months, shall maintain membership in the Association for the duration of this Agreement as a condition of employment.

2.03 The Company will deduct an amount equal to the regular monthly dues from the earnings of each employee who has completed six (6) months of continuous employment. Appropriate deductions will be made from the employee's earnings on a bi-weekly basis and the amounts deducted will be

deposited directly into the Association's bank account once per month.

The Company will accept the certificate of any two (2) of the Chairperson, the Secretary and the Treasurer of the Association as to the amount of monthly dues payable by the employees covered by this Agreement. A certificate changing the amount of monthly dues shall be supplied to the Company at least three (3) weeks prior to the pay date on which the changed deduction is to be made.

ARTICLE 3 - Company Rights

3.01 It is agreed that it is the function of the Company to manage the Refinery, to direct the working force, to hire new employees, to promote and demote employees, to discipline, to suspend and discharge for just cause, to transfer and lay off employees because of lack of work, and to require employees to observe Company rules, regulations and instructions. It is also the function of the Company to decide the number and locations of its plants, products to be manufactured, the methods and schedules of production including means and processes of manufacturing, personnel requirements, shift schedules and vacation schedules and discuss in advance with the Association any proposed changes in shift schedules and vacation schedules prior to their implementation.

ARTICLE 4 - Bargaining Committee

4.01 The Company shall recognize a Bargaining Committee composed of its employees, which shall be the Chairperson, first Vice-Chairperson, second Vice-Chairperson, third Vice-Chairperson, Secretary and Treasurer of the Association.

4.02 The Company shall allow members of the Bargaining Committee the necessary time off for meetings of the Bargaining Committee with the Company, as well as for special meetings of the Association.

4.03 The Company and the Bargaining Committee shall discuss all matters within the scope of this Agreement during the term of the Agreement, and each will co-operate with the other in the administration of this Agreement.

ARTICLE 5 - Meetings and Minutes

5.01 **Regular Meetings**

Regular monthly meetings to discuss and settle matters falling within the scope of this Agreement shall be held between the Company representatives and the Bargaining Committee on the 2nd Thursday of each month at a time and place to be mutually agreed upon.

5.02 **Special Meetings**

A special meeting may be called by either party giving notice to the other party and shall be held at a mutually agreeable time and place.

5.03 **Minutes of Meetings**

Unsigned minutes of meetings provided for in this Article shall not constitute evidence of any understanding between the parties. Minutes, if signed by both parties, shall constitute understanding. Discussions agreed upon and given item numbers shall be added to the Agreement at the next rewrite.

ARTICLE 6 - Discipline and Discharge

6.01 **Level 1 Disciplinary Action**

Notwithstanding any other provisions in this Article, when an employee is to be notified of Level 1 Disciplinary Action which is to be recorded on the employee's personnel file, the employee shall be represented by a Bargaining Committee representative. Also, at the request of the employee, the personnel file will be disclosed and discussed jointly by the parties. However, the Association representatives may be excluded from the personnel file disclosure, if the employee prefers. Notification of disciplinary action must be done within thirty (30) days from the time the Company is made aware of the infraction.

6.02 **Level 2 and Level 3 Disciplinary Action**

Notwithstanding any other provisions in this Article, should the Company decide to issue a Level 2 or Level 3 Disciplinary Action, notification by the Company to such an employee shall only be made in the presence of the Chairperson or a Vice-Chairperson

of the Bargaining Committee. Where an employee has been required to leave the premises previously the employee will be permitted to return to the Refinery at a time to be specified by the Company to receive notification in this matter but upon failure to return, the employee will be advised by registered mail, with a copy sent to the Chairperson of the Bargaining Committee. A grievance against the discharge may be submitted as Step No. Two of the grievance procedure and for purposes only of applying Articles 6, 7 and 8 hereof, "employee" shall include a discharged employee until the grievance is finally settled, upheld or dismissed. Notification of disciplinary action must be done within thirty (30) days from the time the Company is made aware of the infraction.

6.03 **Newly Hired Probationary Employees**

Notwithstanding anything herein contained the Company may terminate or discharge a new probationary employee who, in the Company's sole opinion, does not meet requirements.

ARTICLE 7 - Grievance Procedure

7.01 Any grievance which arises between the Company and the employees covered by this Agreement shall be handled as hereinafter provided.

7.02 **Step One**

An employee may submit a grievance in writing, by submitting such grievance within nine (9) working days (based on the work schedule of the griever) of the subject matter of the grievance coming to the attention of the employee, or a member of the Bargaining Committee, to the employee's Department Director. Any grievance so submitted should include reference to the particular provisions in this Agreement which have been allegedly violated and should be signed by the party or parties aggrieved. If the grievance is submitted by the employee, the employee may do so alone or with the employee's chosen member of the Bargaining Committee as the employee's representative. If the Department Director so requires, a meeting between persons designated by the Company and the employees designated by the Bargaining Committee, may be arranged at a time mutually

agreed upon. In case of any doubt as to which Department Director is affected, the grievance shall be submitted to the Vice President, Sarnia Refinery who shall forward it to the appropriate Director. The Department Director shall render a decision in writing to the person submitting the grievance within nine (9) working days (based on the work schedule of the griever) of the submission of the grievance. Where there is a general grievance, 9 working days shall be based on the work schedule of a day worker.

7.03 **Step Two**

If the decision rendered by the Department Director and/ or reached at the meeting referred to in Article 7.02 is not satisfactory to the employee or to the Bargaining Committee, the employee or the Bargaining Committee may submit the grievance in writing within nine (9) working days (based on the work schedule of the griever) to the Vice President, Sarnia Refinery who shall render a decision in writing within nine (9) working days (based on the work schedule of the griever). If the Vice President, Sarnia Refinery requires a meeting between employees designated by the Company and by the Bargaining Committee, it may be arranged at a time mutually agreed upon.

7.04 Where an employee or group of employees are the only employees concerned with a particular grievance, they will be permitted by the Company to attend any or all of the aforesaid meetings.

7.05 **Arbitration**

If the decision rendered in writing by the Vice President, Sarnia Refinery referred to in Article 7.03 is not satisfactory to the employee or the Bargaining Committee, the employee or the Bargaining Committee may submit the matter to arbitration as provided in Article 8 hereof, in writing within sixty (60) calendar days.

7.06 **Company / Association Grievances**

Any matter or question covered by this Agreement arising between the Company and the Association may be submitted in writing by either party as Step No. Two of the grievance

procedure which shall be read and construed with the necessary changes. Any such matter or question may be submitted by the Company to the Chairperson or the first Vice-Chairperson of the Bargaining Committee.

7.07 All grievances will be dealt with on their own merit and without prejudice.

7.08 Any of the time limits specified in this Article may be extended by mutual agreement in writing between the Company and the Bargaining Committee.

ARTICLE 8 - Arbitration

8.01 Any matter which has been carried through the prescribed steps of the Grievance Procedure outlined in Article 7 and which has not been settled may be referred to a single Arbitrator at the written request of either of the parties hereto delivered to the other.

8.02 A grievance referred to arbitration will be heard by a single Arbitrator. Whichever party requests that the matter be referred to arbitration must include in its' written request a suggestion as to a person to serve as Arbitrator. Whichever party is responding shall respond within ten (10) working days (based on the work schedule of the griever) either agreeing to the other party's proposed Arbitrator or suggesting alternative Arbitrators. If the parties cannot agree on an Arbitrator within thirty (30) working days (based on the work schedule of the griever) of the referral to arbitration, either party may request the Minister of Labour for the Province of Ontario to appoint a single Arbitrator.

8.03 At the request of the Arbitrator, the parties will make available witnesses to give oral or written evidence on oath, which evidence in the Arbitrator's opinion, is relevant to the determination of the matters in issue.

8.04 The decision of the Arbitrator shall be binding upon both parties.

8.05 Each of the parties to this Agreement will equally bear the expense of the Arbitrator.

8.06 The Arbitrator shall not have any authority to make any decision which is inconsistent with the terms of this Agreement, nor to add or amend any of the terms of this Agreement. The jurisdiction of the Arbitrator shall be strictly confined to dealing with the issue in dispute between the parties, as outlined in the notice of intention to proceed to arbitration. 8.07 Any of the time limits specified in this Article may be extended by mutual agreement in writing between the Company and the Bargaining Committee.

ARTICLE 9 - No Strike or Lockout

9.01 In view of the orderly procedures established by this Agreement for the settling of disputes and the handling of grievances, the Association agrees that, during the life of this Agreement, there will be no strike, slowdown or stoppage of work, either complete or partial, and the Company agrees that there will be no lockout.

ARTICLE 10 - Vacations

10.01 **Eligibility and Length of Vacations**

All employees will be granted annual vacations with pay as follows:

a. In the year of hire an employee will be granted a pro-rated vacation based on the number of full months remaining in the calendar year and against a 3 week annual entitlement.

b. Beginning in the calendar year in which an employee's

1st Anniversary falls	3 weeks vacation
10th Anniversary falls	4 weeks vacation
19th Anniversary falls	5 weeks vacation
25th Anniversary falls	6 weeks vacation

For the purpose of this Article, a week shall consist of the regular scheduled five (5) working days in the case of Day Workers, and forty (40) working hours in the case of Shift Workers.

10.02 **Vacation Accumulation**

Vacation Accumulation: An employee may elect to bank a maximum of three (3) weeks of vacation for an indefinite period. These weeks may remain in the bank from year to year to be used at the discretion of the employee. At no time can banked vacation exceed three (3) weeks. Banked vacation will be booked after present year vacation, Statutory Holidays and PTO Days have been scheduled.

10.03 **Timing of Vacation**

The preference of the employee will be given consideration where possible, but vacation must be scheduled at such a time when the efficient operation of the Department concerned will not be impaired.

An employee may take vacation all at one time, or, if an employee has reasons for dividing the vacation on a weekly basis, this may be done, provided such can be done without interference in the efficient operation of the Department concerned.

For shift employees there shall be three (3) vacation periods:

- Spring	March 2 - June 15
- Summer	June 16 - September 15
- Fall	September 16 - December 31

All 12 hour rotating shift employees shall be assigned to one (1) of the three (3) groups and these groups will rotate progressively from year to year as to the period in which their vacation priority will take place.

The January 1 to March 1 period will be available to all shift employees regardless of their priority.

10.04 **Holidays Falling Within Vacation**

In those instances where a Holiday (as defined under Article 11.01) falls within a vacation period, non-shift employees shall be given comparable time off.

10.05 **Disability During Vacation**

In the event of employee disability during scheduled vacation, the Company will give consideration to extending or rescheduling that part of the vacation period during which the employee was disabled.

10.06 **Resignation, Discharge, or Lay-Off**

Resigning employees hired prior to January 1, 1979 giving adequate notice (generally two (2) weeks) or being laid off for lack of work or through no fault of their own, shall be entitled to receive the same vacation allowance they would have received had they remained on the payroll for the entire calendar year. If the termination date of any such employee is subsequent to that employee's anniversary date in that year, the employee shall, in addition, be entitled to a pro-rata vacation allowance based on the time worked subsequent to the anniversary date at the rate the employee would have received had the employee continued to work for an entire year.

Resigning employees hired subsequent to January 1, 1979 having given adequate notice (generally two (2) weeks) or being laid off for lack of work, or through no fault of their own, shall be entitled to a pro-rata vacation allowance based on the time worked during their final year of employment. Employees who are discharged for just cause, or who resign without giving adequate notice, or whose services are terminated with less than one (1) year's continuous service are entitled to the minimum vacation allowance required by prevailing provincial legislation.

ARTICLE 11 - Recognized and Statutory Holidays

11.01 The following Holidays will be recognized in the Sarnia Refinery:

New Year's Day
Family Day
Good Friday
Victoria Day
Canada Day
Civic Holiday
Labour Day
National Day for Truth and Reconciliation
Thanksgiving Day
Remembrance Day
Christmas Day
Boxing Day

11.02 **Eligibility**

New employees or employees terminating service with the Company are entitled to a proportional number of Holidays based on 12/12 of a day for each month of service in the current year in which they begin or terminate service.

Employees working on rotating shifts would be entitled to ninety-six (96) hours off for a full calendar year of service which is the equivalent of twelve (12) 8-hour work days. All other employees are entitled to Holidays as they are held.

When an employee is not on active duty, due to illness, injury, or other reasons, excluding normal vacation, the employee is regarded as having had the Holiday off. In the case of shift employees, the number of Holidays in any calendar year, to which the employee is entitled, will be governed by the proportion of the said calendar year during which the employee was actively on the job.

11.03 In the event that an employee (day worker) is required to work during the Holiday, or if it falls on a weekend, the employee will be given a regularly scheduled workday off and in addition will receive overtime compensation either in the form of time back or pay as per the overtime guidelines. Where possible the preference of the employee will be given consideration.

11.04 Vacation shall be given preference over requests for Holidays, during the normal vacation periods for the employees concerned.

ARTICLE 12 - Personal Time Off (PTO's)

12.01 **Eligibility**

Day workers will receive time off credit of one (1) 8-hour day for each three (3) weeks of active service.

Shift workers on 12-hour rotating shifts will receive time off credit of one (1) 12-hour day for each month of active service. Shift workers hired prior to February 1, 1994 are entitled to an additional 108 hours per calendar year (bought-back time). Shift workers hired after February 1, 1994 and shift Instrumentation Control Technicians are entitled to an additional 84 hours per calendar year.

Where an employee is not on active duty, excluding normal vacation, the amount of time off in any calendar year will be governed by the proportion of the said calendar year during which the employee was actively on the job.

12.02 Vacations, recognized and Statutory Holidays, shall be given preference over requests for Personal Time Off (PTO's) during the normal vacation periods for the employees concerned.

ARTICLE 13 - Reduction in Workforce

13.01 In the event of changes in the Refinery, which, in the opinion of the Company, will involve the reduction of the workforce, the Company will:

- notify the Bargaining Committee four (4) months in advance of the reductions in the affected Refinery Department(s);
- meet with the Bargaining Committee to discuss the impact of the changes;
- give notice (or termination pay in lieu thereof) to affected employees at the rate of one and half (1 1/2) weeks per year of service to a maximum of twelve (12) weeks, in accordance with:

Employees' Length of Service	Length of Notice
0-1 year	1.5 weeks
1-2 years	3 weeks
2-3 years	4.5 weeks
3-4 years	6 weeks
4-5 years	7.5 weeks
5-6 years	9 weeks
6-7 years	10.5 weeks
7 + years	12 weeks

13.02 If reductions in a Refinery Department cannot be achieved through attrition, temporary and probationary employees (who have not attained Association status) in the affected Refinery Department will be terminated prior to permanent employees.

13.03 In the event the Company decides to terminate permanent employees in a Refinery Department, the following criteria will be used by the Company to decide which employees will be terminated:

1. Employee work performance as documented in performance appraisals.
2. Employee skills / ability as documented in performance appraisals.
3. Skills required in the Department to perform work remaining after reductions.

If the above criteria are insufficient to distinguish between employees, then length of service will be the determining factor in terminations.

13.04 Any employee subject to termination under Article 13.03 will be given the opportunity to transfer, on a probationary basis, to another Refinery Department where there is a vacancy, if the employee meets the minimum requirements for the position. A position shall not be considered vacant if held by a probationary employee. Minimum requirements will be the same criteria used when filling the position with a new hire. An employee in this situation will receive the same training as a newly hired probationary employee in this position, and must satisfactorily complete the six month probationary period before being permanently transferred to the position.

Such employees will have their rate of pay maintained until permanent transfer to the position at which time the rate of pay will be adjusted to reflect the position. In the event of transferring to a higher paid position the employee will receive at least the minimum rate of pay as designated by Salary Schedule "A".

13.05 If an employee subject to termination under Article 13.03 is not transferred as per Article 13.04 to a vacancy in another Refinery Department, the employee will receive notice as per Article 13.01 (or termination pay in lieu thereof) and severance pay as required by prevailing provincial legislation.

The foregoing shall not restrict the Company from being more generous if, in its sole opinion, circumstances warrant. Employees receiving termination pay in lieu of notice thereof will have their benefits maintained for the same period had they stayed employed through the notice period.

13.06 For the purpose of Article 13 Refinery Departments are:

Operations:
Senior Area Technician
Area Technician
Area Technician Trainee

Loader:
Loader

Laboratory:
Senior Product Technician (shift & days)
Product Technician (shift & days)
Product Technician Trainee (shift & days)

Storehouse:
Senior Storehouse Technician (days)
Storehouse Technician (days)
Storehouse Technician Trainee (days)

Instrumentation:
Control Technician - Phase 6, 5, 4, 3, 2, 1 (shift & days)

ARTICLE 14 - Filling Positions

14.01 **Vacancies**

Vacancies in positions covered by Salary Schedule "A" shall be posted for a period of fourteen (14) calendar days before being filled.

ARTICLE 15 - Permissible Absences

15.01 **Funerals**

In the case of funerals in the immediate family of the employee, the employee will be allowed his / her regular salary and to be absent from work for up to three (3) consecutive scheduled working days. "Immediate Family" shall be deemed as; any member of an employee's actual household, and the following relatives of the employee or spouse, even though not living in the employee's house:

1. Parents
2. Son and his spouse
3. Daughter and her spouse
4. Brother and his spouse
5. Sister and her spouse
6. Grandparents and Grandchildren

In instances not covered by the above, such as close relationships, individual consideration may be made by the Supervisor / Manager.

If an employee attends the funeral of a member of his / her immediate family while on vacation, the employee shall be granted, at a time mutually agreed upon, up to three (3) additional days off.

An employee requested to be a pallbearer on a working day will be granted a maximum of one (1) working day off.

15.02 **Jury Duty**

Employees are required to fulfil their work obligations when not required on the jury. In the case of 12-hour shifts and the employee is scheduled on day shift, the employee would report to work when released from jury duty for that day. In the case of an employee scheduled on night shift, the employee would fulfil shift obligation until midnight if required to report for jury duty on the following morning.

ARTICLE 16 - Shift Changes

16.01 **Permanent Change of Shift**

It shall be considered a permanent change of shift when an employee is changed from one crew to another crew without indication from the Company that the employee will return to the original crew.

Operating shift employees required to make a permanent change from one shift crew to another, will receive time off for any time worked in excess of the normal twelve (12) 12-hour shifts worked in any twenty-four (24) day cycle. The twenty-four (24) day cycle shall be determined by the 12-hour shift schedule and being any twenty-four (24) consecutive calendar days starting from the left hand column of the current shift schedule.

The 2021 shift schedule shall form the basis for the starting point and future shift schedules shall follow on to maintain the same cycle pattern as the 2021 shift schedule.

The 2021 shift schedule establishes that on 2021.01.02 the crews were working as follows:

- "A" Crew - On the first of three (3) day shifts (06:00 - 18:00 hours)
- "B" Crew - On the first of three (3) days off after completing the last of three (3) night shifts
- "C" Crew - On the first of three (3) night shifts (18:00 - 06:00 hours)
- "D" Crew - On the first of three (3) days off after completing the last of three (3) day shifts

Laboratory or Instrumentation Control shift employees required to make a permanent shift change will receive time off for any time worked in excess of regularly scheduled hours, as determined by the reference schedule.

Permanent shift changes will not be made which will result in an employee working more than ten (10) consecutive calendar days while on 8-hour shifts or more than six (6) consecutive calendar days while on 12-hour shifts. This shall not be construed as a precedent for working conditions under other circumstances.

16.02 **Mutual Change of Shift**

Mutual changes of shift between employees cannot create overtime. Managers will be informed of mutuals.

ARTICLE 17 - Continuous Service

17.01 **Definition**

For the purposes of Article 13, service is accrued from original date of hire. In the event someone leaves the Association, their new service date will be determined by the date they return to the Bargaining Unit.

17.02 **Probationary Employees**

A new employee shall be considered probationary for the first six (6) months continuous service. After six (6) months continuous service, a probationary employee's service shall be dated back to the date on which employment began. Entry dates to the various Benefit Plans will be calculated from date of employment.

17.03 **Service Lists**

The Company will maintain service lists showing the continuous service of each employee in the Association and shall make the lists available to the Bargaining Committee upon request.

ARTICLE 18 - Medical Examinations

18.01 The Company will offer periodic medical evaluations for all employees on the following basis:

a. One examination annually for employees whose duties may cause them to come in contact with hazardous materials.
b. Health risk assessments will be offered to all others on an annual basis. Appointments with the refinery physician will be arranged upon request.

The Company will designate a medical professional who will conduct the medical evaluation at no cost to the employee, and the Company shall pay for the services of the medical professional. Medical evaluations will be taken by employees during scheduled working hours at no loss of pay to the employee.

ARTICLE 19 - Bulletin Boards

19.01 The Company will make space available to the Association on Bulletin Boards at various locations throughout the Refinery, including the Laboratory Building, Maintenance Office Area, Warehouse Area, Administration Building, and each Control Building, for the posting of Association notices.

ARTICLE 20 - Overtime

20.01 **Definition**

Overtime credits will be defined as that time worked in the Refinery or offsite as required and approved where such time is in excess of normal scheduled hours. It is the responsibility of the employees to report hours of overtime worked and reason to their immediate Supervisor / Manager.

20.02 **Overtime Meals**

a. The Company will provide a meal to an employee who is requested to work a minimum of one (1) hour past regular quitting time.
b. Employees required to work overtime on short notice (less than 12 hours notice) shall be provided with meals.
c. The Company will provide lists of approved suppliers and

menus.

d. Employees will order meals for themselves in a cost effective manner.

20.03 **Overtime for Operating Shift Employees on 12-hour Shift**

a. Overtime work shall be performed by employees whenever necessary.
b. Four (4) operators, distributed across the plant, shall be on call at any one time. The above will be made up of one (1) person from Offsites, one (1) from Zone 1, one (1) from CB3, and one (1) from CB4.
c. Upon completion of their day shift, the group on call will be responsible for covering days on their first and second days off and nights on their third day off. Conversely, upon completion of their night shift, the group on call will be responsible for covering nights on their first and second days off, and days on their third day off.
d. It will be the responsibility of the employees to ensure that qualified personnel be on call.
e. It shall be the responsibility of the persons on call for the Day Shift to make themselves available between the hours of 05:00 and 07:00. Those on call for the Night Shift shall make themselves available between the hours of 17:00 and 19:00. It should be noted that "on call" does not necessarily mean at home, but does mean that the Manager has been advised where the employee can be contacted by telephone.
f. Regardless of guidelines, at times it may be necessary to have people called in outside of the normal group to ensure that plant demand staffing is met.
g. Except in an emergency, no employee shall work more than sixteen (16) hours in a twenty-four (24) hour period.
h. A minimum of two (2) hours overtime will be credited for each call in.

20.04 **Overtime Lists**

Overtime lists shall be made available on request.

20.05 **Overtime Transportation**

When an employee is required to work overtime, and if no public transportation is available and the employee is unable to arrange transportation, then transportation will be supplied.

20.06 When an employee elects to bank overtime (RPT), the employee is not eligible to claim mileage.

ARTICLE 21 - Classifications, Salaries & Benefits

21.01 Classifications and salaries shall be in accordance with Salary Schedule "A" hereto.

21.02 **Benefits**

All employees covered by this Agreement shall be entitled to coverage under the following Benefit Plans, subject to the terms and conditions of the plans.

a. Salary Continuance
   - Sick Leave Plan
   - Long Term Disability

b. Group Life Insurance / Survivor Income Plan
c. Medical / Hospital Plan
   - Supplementary Hospital Plan
   - Major Medical Insurance

d. Suncor Pension Plan
e. Educational Assistance Plan
f. Suncor Scholarship Plan
g. Travel Accident Plan
h. Voluntary Accident Insurance Plan
i. Suncor Savings Plan
j. Dental Plan

All employees covered by this Agreement shall be entitled to coverage under the following government plans, subject to terms and conditions of the prevailing legislation.

a. Employment Insurance
b. Canada Pension Plan
c. Workplace Safety Insurance Board

In any case where compensation is paid under the Workplace Safety and Insurance Act, or under any similar law, over and above medical expenses for a period with respect to which the Company has paid full salary to the employee, the compensation so received by the employee shall be paid by the employee to the Company.

21.03 **Association Term Employees**

Individuals hired as Association Term employees to conduct work covered by this Agreement will remit permit fees to the Association as per the agreement in place. Term employee compensation will be administered within the Salary Schedule A rate structure for the position they are covering. Benefits and pension will not be provided, other than those required by legislation. Overtime provisions will be determined at the time of the request for staffing. Term employees will be ineligible for Association representation and status.

Individuals hired as Students conducting work covered by this Agreement will remit permit fees to the Association as per the agreement in place. Compensation will continue to be determined by Management. Benefits and pension will not be provided, other than those required by legislation. Student employees will be ineligible for Association representation and status.

The Loader position will be administered within the provisions of this article. Candidate selection will be at Management's discretion. Dependent upon the timing of the Term assignment, students will not be precluded from consideration.

The Contracting Out Letter of Understanding remains unchanged.

ARTICLE 22 - Work Aids

22.01 **Dirty Work Clothing**

The Company shall arrange for the laundering, minor repairing and cleaning of employee work clothes.

22.02 **Gloves**

The Company shall provide, as needed, a suitable pair of work gloves to employees working in areas requiring gloves.

22.03 **Subsidies**

The Company will provide subsidies for Safety Prescription Eyeglasses, Safety Footwear and Fire Retardant Garments. Safety Footwear subsidies will be $275 per year per employee.

ARTICLE 23 - Safety

23.01 The Company shall continue to make reasonable provisions for the Safety and Health of its employees during their hours of employment.

23.02 All employees have an obligation to abide by such safety rules as are published by the Company from time to time.

23.03 All complaints or suggestions made for the betterment of Safety and Health conditions in the plant submitted to the Company shall be investigated.

ARTICLE 24 - Duration of Agreement

24.01 **Duration**

This Agreement shall remain in full force and effect from date of ratification through February 29, 2028 and thereafter shall continue in effect for further periods of one year or until either party notifies the other party in writing giving sixty (60) calendar days' notice of intent to negotiate for a new Agreement prior to the expiration of any term. It is further provided that the Agreement may be extended by mutual consent of the parties during the negotiation period.

24.02 **Negotiations**

Negotiations with respect to a notice given under Article 24.01 hereof shall commence within thirty (30) calendar days of said notice.

24.03 **Renewal of the Collective Agreement Upon Expiry**

In the next round of negotiations, the Association shall have the option to accept the Suncor negotiated wage pattern settlement (including lump sums if any) if applicable. All other terms and conditions (including duration) of the collective agreement will be subject to negotiations for renewal of the collective agreement

If the Association does not accept the wage settlement, then wages will also be subject to negotiation for renewal of the collective agreement.

ARTICLE 25 - Harassment

25.01 The Company and the Association recognize the right of all employees to work in an environment free from all forms of discrimination and personal harassment. All employees have a right to be treated with respect and dignity. All employees have a responsibility to treat others with respect and dignity.

Suncor Energy Products Partnership is committed to providing all employees with a harassment free working environment. Harassment will not be tolerated.

ARTICLE 26 - Stationary Engineer Tickets

26.01 **Third Class Stationary Engineer Tickets**

Process Operators (Area Technician Trainees, Area Technicians, Senior Area Technicians) are required to pass all 3rd Class ticket tests within 3 years of active service from date of hire. Offsites Operators (Area Technician Trainees, Area Technicians, Senior Area Technicians) are required to pass all 3rd Class ticket tests within 3 years of moving to a Process unit area.

Article 27 - Shift Handover

27.01 In recognition of Shift Operators' requirement to complete a quality shift handover process, Shift Operators will receive a shift handover allowance of twenty-four (24) hours of base pay (no premiums) per calendar year in exchange for completing shift handover in accordance with company standards.

This allowance will be prorated on a monthly basis based on being actively on the job per month per calendar year. Pro-ration will occur based on start date and retirement.

The allowance will be paid as a lump sum on the subsequent calendar year and will be based on being actively on the job as a Shift Operator during the prior calendar year.

The payout will be pro-rated for Shift Operators who are newly hired or are voluntarily/involuntarily terminated and those deemed on inactive status, this includes long-term disability and approved leave of absence greater than thirty (30) days (with or without pay) based on being actively on the job in the prior calendar year.

A Shift Operator who is temporarily not completing or required to complete a shift handover in accordance with company standards, for longer than a calendar month, will not be eligible for the full calendar month(s) involved.

IN WITNESS WHEREOF the parties have caused these present to be executed.

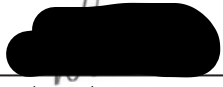
FOR THE COMPANY



Vincent Boudreau
Labour & Employee Relations Specialist



Michael Thornton
GM Operations



Mark Menheere
Operations Manager



Nathan Hazzard
Production Control Manager



Penny McEachern
Sr. HR Advisor

FOR THE ASSOCIATION



Michael Roberts
Chairperson



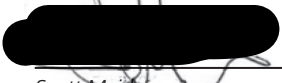
Tony Correia
Vice Chair



Vitor Medeiros
Second Vice Chair



Jordan Armstrong
Third Vice Chair



Scott Maidman
Secretary



Steve Kerrigan
Treasurer

BASIS OF SALARY STRUCTURES

Compensation is paid as follows for employees:

1. **Base Pay**
   Compensation for normal scheduled hours = 100%.

2. **Holidays**
   Compensation for work performed on recognized holidays equivalent to 8 hours premium for each of 12 days plus time for time worked minus 96 hours taken off.

   - Day Shift Employees = 3.27%
   - 12 Hour Shift Employees = 3.27%

3. **Shift Differential**
   Compensation for working shifts equivalent to 5% of base pay for hours worked between 16:00 hours and midnight, 6% of base pay for hours worked between midnight and 08:00 hours and 2% of base pay for hours worked between 08:00 and 16:00 hours

   - Dayworkers = 0%
   - Day Shift Employees = 2.08% of base pay
   - 12 Hour Day Shift Employees = 3.17% of base pay
   - 12 Hour Rotating Shift Employees = 4.34% of base pay
   - Loader Shift Employees = 4.44% of base pay

4. **Grandfathered Prepaid Overtime (hire date before March 1, 2002)**

   - 5.4% of base pay
   - 8.2% of base pay for control technicians only

5. **39.2 Hour Week Adjustment**
   Compensation paid as a premium for difference between 37.3 hour week worked by day workers and 39.2 hour week worked by 12-hour rotating shift workers calculated at double time equal to 4.84% of base pay.

Suncor Energy Products Partnership, Sarnia Refinery

Salary Schedule A

EFFECTIVE 2024-03-01 TO 2024-06-17	ANNUAL BOTTOM	ANNUAL TOP
Hire Date Prior to 2002-03-01 *(*exceptions see below)*		
Senior Area Technician		147,902
Area Technician	114,729	141,126
Area Technician Trainee	90,888	114,725
Loader	93,848	119,519
Senior Product Technician (shift)	130,319	140,547
Product Technician (shift)	110,449	130,317
Product Technician Trainee (shift)	95,100	110,446
Senior Product Technician (days)	124,392	134,153
Product Technician (days)	105,428	124,386
Product Technician Trainee (days)	85,340	105,427
Senior Storehouse Technician	116,706	134,113
Storehouse Technician	100,997	116,703
Storehouse Technician Trainee	85,340	100,994
Control Technician - Phase 5-6 (shift)	126,748	140,831
Control Technician - Phase 6	128,432	133,301
Control Technician - Phase 5	119,971	128,430
Control Technician - Phase 4	112,639	119,965
Control Technician - Phase 3	105,419	112,636
Control Technician - Phase 2	99,311	105,415
Control Technician - Phase 1	93,441	99,306
Hire Date On or After 2002-Mar-01 *(*exceptions)*		
Senior Area Technician		141,443
Area Technician	109,722	134,962
Area Technician Trainee	91,103	109,717
Loader	89,235	113,641

Suncor Energy Products Partnership, Sarnia Refinery

Salary Schedule A

EFFECTIVE 2024-03-01 TO 2024-06-17	ANNUAL BOTTOM	ANNUAL TOP
** Hire Date On or After 2001-Mar-01*		
Senior Product Technician (shift)	123,946	129,767
Product Technician (shift)	105,045	123,945
Product Technician Trainee (shift)	90,455	105,045
Senior Product Technician (days)	118,014	123,384
Product Technician (days)	100,031	118,012
Product Technician Trainee (days)	80,966	100,030
** Hire Date On or After 1994-Nov-03*		
Senior Storehouse Technician	98,250	112,281
Storehouse Technician	84,217	98,246
Storehouse Technician Trainee	70,179	84,216
Control Technician - Phase 5-6 (shift)	117,652	130,726
Control Technician - Phase 6	118,698	123,200
Control Technician - Phase 5	110,880	118,697
Control Technician - Phase 4	104,103	110,879
Control Technician - Phase 3	97,428	104,100
Control Technician - Phase 2	91,785	97,426
Control Technician - Phase 1	86,362	91,780

Suncor Energy Products Partnership, Sarnia Refinery

Salary Schedule A

EFFECTIVE 2024-06-18 TO 2025-02-28	ANNUAL BOTTOM	ANNUAL TOP
Hire Date Prior to 2002-03-01 *(*exceptions see below)*		
Senior Area Technician		148,318
Area Technician	115,052	141,522
Area Technician Trainee	91,144	115,048
Loader	93,848	119,519
Senior Product Technician (shift)	130,710	140,967
Product Technician (shift)	110,780	130,708
Product Technician Trainee (shift)	95,385	110,777
Senior Product Technician (days)	124,392	134,153
Product Technician (days)	105,428	124,386
Product Technician Trainee (days)	85,340	105,427
Senior Storehouse Technician	116,706	134,113
Storehouse Technician	100,997	116,703
Storehouse Technician Trainee	85,340	100,994
Control Technician - Phase 5-6 (shift)	127,114	141,238
Control Technician - Phase 6	128,432	133,301
Control Technician - Phase 5	119,971	128,430
Control Technician - Phase 4	112,639	119,965
Control Technician - Phase 3	105,419	112,636
Control Technician - Phase 2	99,311	105,415
Control Technician - Phase 1	93,441	99,306
*Hire Date On or After 2002-Mar-01 (*exceptions)*		
Senior Area Technician		141,860
Area Technician	110,046	135,360
Area Technician Trainee	91,372	110,041
Loader	89,235	113,641

Suncor Energy Products Partnership, Sarnia Refinery

Salary Schedule A

EFFECTIVE 2024-06-18 TO 2025-02-28	ANNUAL BOTTOM	ANNUAL TOP
** Hire Date On or After 2001-Mar-01*		
Senior Product Technician (shift)	124,336	130,175
Product Technician (shift)	105,375	124,335
Product Technician Trainee (shift)	90,740	105,375
Senior Product Technician (days)	118,014	123,384
Product Technician (days)	100,031	118,012
Product Technician Trainee (days)	80,966	100,030
** Hire Date On or After 1994-Nov-03*		
Senior Storehouse Technician	98,250	112,281
Storehouse Technician	84,217	98,246
Storehouse Technician Trainee	70,179	84,216
Control Technician - Phase 5-6 (shift)	118,018	131,133
Control Technician - Phase 6	118,698	123,200
Control Technician - Phase 5	110,880	118,697
Control Technician - Phase 4	104,103	110,879
Control Technician - Phase 3	97,428	104,100
Control Technician - Phase 2	91,785	97,426
Control Technician - Phase 1	86,362	91,780

Suncor Energy Products Partnership, Sarnia Refinery

Salary Schedule A

EFFECTIVE 2025-03-01 TO 2026-02-28	ANNUAL BOTTOM	ANNUAL TOP
Hire Date Prior to 2002-03-01 *(*exceptions see below)*		
Senior Area Technician		153,510
Area Technician	119,079	146,477
Area Technician Trainee	94,335	119,075
Loader	97,133	123,703
Senior Product Technician (shift)	135,284	145,902
Product Technician (shift)	114,658	135,282
Product Technician Trainee (shift)	98,724	114,655
Senior Product Technician (days)	128,746	138,849
Product Technician (days)	109,118	128,740
Product Technician Trainee (days)	88,327	109,117
Senior Storehouse Technician	120,792	138,807
Storehouse Technician	104,532	120,788
Storehouse Technician Trainee	88,327	104,529
Control Technician - Phase 5-6 (shift)	131,563	146,182
Control Technician - Phase 6	132,928	137,967
Control Technician - Phase 5	124,170	132,926
Control Technician - Phase 4	116,582	124,164
Control Technician - Phase 3	109,109	116,580
Control Technician - Phase 2	102,787	109,105
Control Technician - Phase 1	96,712	102,782
Hire Date On or After 2002-Mar-01 *(*exceptions)*		
Senior Area Technician		146,826
Area Technician	113,897	140,098
Area Technician Trainee	94,571	113,892
Loader	92,359	117,619

Suncor Energy Products Partnership, Sarnia Refinery

Salary Schedule A

EFFECTIVE 2025-03-01 TO 2026-02-28	ANNUAL BOTTOM	ANNUAL TOP
** Hire Date On or After 2001-Mar-01*		
Senior Product Technician (shift)	128,688	134,732
Product Technician (shift)	109,065	128,687
Product Technician Trainee (shift)	93,916	109,065
Senior Product Technician (days)	122,145	127,703
Product Technician (days)	103,533	122,143
Product Technician Trainee (days)	83,800	103,532
** Hire Date On or After 1994-Nov-03*		
Senior Storehouse Technician	101,689	116,211
Storehouse Technician	87,165	101,685
Storehouse Technician Trainee	72,636	87,164
Control Technician - Phase 5-6 (shift)	122,149	135,723
Control Technician - Phase 6	122,853	127,512
Control Technician - Phase 5	114,761	122,852
Control Technician - Phase 4	107,747	114,760
Control Technician - Phase 3	100,838	107,744
Control Technician - Phase 2	94,998	100,836
Control Technician - Phase 1	89,385	94,993

The Company and the Association hereby agree to increase wages effective March 1, 2026 and March 1, 2027 by a percentage based on the Suncor negotiated wage pattern settlement (including lump sums if any).

2024

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2025

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2026

JANUARY

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FEBRUARY

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MARCH

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OCTOBER

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NOVEMBER

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DECEMBER

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2027

JANUARY

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FEBRUARY

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MARCH

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APRIL

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MAY

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JUNE

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JULY

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AUGUST

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SEPTEMBER

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OCTOBER

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NOVEMBER

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DECEMBER

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2028

JANUARY

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FEBRUARY

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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

MARCH

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JUNE

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

JULY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

AUGUST

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
29	30					

DECEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						