



**UNIFOR**

**THE UNION FOR ENERGY  
WORKERS**



**unifor**  
theUnion | Canada

# About Us

Unifor is the largest private sector union in Canada and has a proven track record at the bargaining table in making significant gains for energy workers.

We are a Canadian union, representing a large number of energy workers across Canada – and we're growing!

# 7000+

Unifor Represented  
Energy Workers in Alberta

### Unifor represents energy workers at:

- |                     |                      |
|---------------------|----------------------|
| ✓ Imperial Oil Ltd  | ✓ Chevron Canada Ltd |
| ✓ Husky Oil Ops Ltd | ✓ Sask Energy        |
| ✓ Nexen Inc         | ✓ Union Gas          |
| ✓ Paragon           | ✓ Nova Chemicals     |
| ✓ Air Liquide       | ✓ Spectra Energy     |

Employees represented by Local 707A at Suncor Base Plant and Firebag:

- Mine Equipment Operators/ Maintenance
- Power Engineers
- Extraction Operators
- Tailings Operators
- Industrial Maintenance (Gasfitter, Pipefitter, Machinist, Millwright, Crane Operators, etc.)
- Electricians
- Labourers

## Advantages of Energy Workers @ Local 707A (Suncor Base Plant/Firebag)

### Travel Compensation

1. TRAVEL TIME: 24hrs with pay in addition to annual vacation granted to all Suncor employees represented by Unifor.
2. SHIFT RELIEF: 36hrs granted to various areas requiring a shift change. Can be used as 3 days off or paid out in cash equivalent at the discretion of employee.
3. FIFO Allowance/Travel Pay: \$18500/yr (As per Suncor FIFO Allowance Guidelines)

### Pay/Allowances

In 2018, top rates bargained will be **\$65+**

POWER ENGINEERS BONUSES (Paid Bi-Weekly):

2 <sup>nd</sup> Class Ticket	\$273.11
3 <sup>rd</sup> Class Ticket	\$223.45
4 <sup>th</sup> Class Ticket	\$71.48

MINE OPERATORS:

\$69.42- Hot Shift Change per shift

### Harassment Policy and Equal Voice

Without union representation, the employer has all the power.  
Have you ever experienced :

- ✓ False Promises?
- ✓ The feeling of being replaceable
- ✓ Intimidation for raising concerns?
- ✓ A hostile work environment

When dealing with issues of harassment or favouritism, you are not alone. Unifor will be at your side to handle unfair practices.

## Other Perks

- FIFO Hubs are guaranteed for the term of the Collective Agreement
- Clearly defined breaks and OT pay for missed break due to work assignment by supervision
- Ability to do mutuals or “shift cycle exchanges”
- Any error in pay can be made available in 96hrs upon employee request.

## Progression Plan

Each department/area has defined language on training, transfers, and job progression charts. Salary raises are based on time requirements and training qualifications, where it is in the employer’s hands to train the workers within the minimum time period.

The following example is a Field Operator at Firebag, who would receive top training and \$ within 4yrs:

Phase	Time Requirements (Min)	Units	Salary Group
5	48 Mos.	3 of 3	B
4	39 Mos.	Time Only	C
3	30 Mos.	2 of 3	E
2	21 Mos.	Time Only	F
1	12 Mos.	1 of 3	G

## With Unifor, you will have:

- ✓ **A grievance procedure** to resolve workplace issues and arbitrary, unjust decisions
- ✓ **Fairness** NOT favouritism
- ✓ **Clear policies** so management can’t make up the rules as they go along or change them from one day to another without your knowledge
- ✓ **A collective agreement** that will set out the rules governing scheduling of work, job posting procedures, hours of work, transfers, promotions and more
- ✓ **REAL representation** to ensure the respect and dignity you deserve at work

**If you have any further questions or concerns, or  
would like to know how to get more  
involved,  
*please contact***

Wally Ewanicke

National Representative

[Wally.ewanicke@unifor.org](mailto:Wally.ewanicke@unifor.org)

780-819-3208

Tanika Chaisson

Local Union Organizer

[organizing@unifor707a.ca](mailto:organizing@unifor707a.ca)

780-713-1120

