

Canadian Natural Turnaround/Sustaining Capital Travel Protocol for Steamfitters and Steamfitter Welders

Attention:

Effective: March 29, 2021

The following Travel Protocol will be in effect for SteamFitters/Pipefitters, Apprentices & Welders working on the Horizon 2021 Turnaround/Sustaining Capital from March 29, 2021 **until** July 31, 2021

This protocol is for flights only from the designated regions to a) Fort McMurray International Airport or b) CNRL designated HUBS (Edmonton/Calgary) *AND for travel by road to site?*

Conditions of Payment:

Travel from all Locations:

- Must reside outside of Alberta to obtain flight travel assistance.
- Must show proof of applicable travel cost (i.e. original boarding pass and flight receipt or fuel and hotel receipts).
- Sixty percent (60%) of travel assistance “to site” will be paid on the first (initial) cheque and the balance, forty percent (40%) “From site” will be paid after thirty (30) calendar days or lay-off whichever occurs first.

Qualifying Travel: Candidates for “to site” travel assistance must travel from their home local area. Travel card members or permits who are working on other projects in Alberta will not qualify for “to site” travel assistance. Proof of travel will be required.

Quits or Terminations: Employees who quit or who have their employment terminated for cause will lose any outstanding portion of their travel assistance.

Alcohol & Drug Testing: Workers must have successfully passed a Pre-Access drug and alcohol test that complies with the requirements under the Canadian Model Policy prior to being paid any travel assistance. It is recommended that workers complete such tests before booking travel.

Return Travel Assistance: Employees will be paid their return travel assistance on the pay cheque following the Maintenance work conclusion or lay-off whichever occurs first.

Transfers: Employees hired under this protocol who are transferred from one qualifying Owner project to another qualifying Owner project for the same contractor will continue to be credited with time towards qualifying for travel assistance

General:

- This protocol may be cancelled at the discretion of the Owner. In the event of cancellation of the program, anyone who has received “to site” travel will be eligible for full payment of the “from site” travel, if the otherwise applicable requirements of this protocol are met.
- The owner shall be the sole arbitrator in resolving eligibilities and interpretations of this program.
- All travel payment amounts outlined in the tables below will be made according to Commercial Terms of contract.

Travel Assistance Amounts

a) Fort McMurray International Airport, Alberta

The following travel assistance amounts are designed to recover expected costs related to air fare from the worker's home local area to the Fort McMurray International, Airport. Travel assistance amounts are **based on average economy airfare booked one week in advance**, including applicable taxes from major airports in the respective area to Fort McMurray. These travel assistance amounts are fixed amounts and no additional amounts will be paid for any other expenses the worker may incur coming to the job site or returning home.

| Travel Assistance within Canada | Zones | To Site | From Site |
|--|--------------|----------------|------------------|
| British Columbia | 1 | \$550 | \$550 |
| Saskatchewan | 2 | \$550 | \$550 |
| Manitoba | 3 | \$600 | \$600 |
| North Western Ontario (Sudbury & Areas West) | 4 | \$700 | \$700 |
| Ontario (East of Sudbury) | 5 | \$750 | \$750 |
| Quebec, Yukon and North West Territories | 6 | \$800 | \$800 |
| New Brunswick, Nova Scotia and P.E.I. | 7 | \$900 | \$900 |
| Newfoundland | 8 | \$1000 | \$1000 |

b) Edmonton/Calgary, Alberta:

If the Contractor is eligible for the Horizon / Albian Charter Flight program, the following travel assistance amounts are designed to recover expected costs related to air fare from the worker's home local area to Edmonton or Calgary, Alberta. Travel assistance amounts are **based on average economy airfare booked one week in advance**, including applicable taxes from major airports in the respective area to Edmonton/Calgary. These travel assistance are fixed amounts and no additional amounts will be paid for any other expenses the worker may incur coming to the job site or returning home.

| Travel Assistance within Canada | Zones | To Site | From Site |
|--|-------|---------|-----------|
| From Edmonton Main Post Office to a 600 km radius (when flights are provided by Owner) | 1 | \$0 | \$0 |
| From the 600 km radius to the balance of Saskatchewan, from 600 km radius to the balance of British Columbia | 2 | \$370 | \$370 |
| Manitoba | 3 | \$420 | \$420 |
| North Western Ontario (Sudbury & Areas West) | 4 | \$520 | \$520 |
| Ontario (East of Sudbury) | 5 | \$570 | \$570 |
| Quebec, Yukon and North West Territories | 6 | \$620 | \$620 |
| New Brunswick, Nova Scotia and P.E.I. | 7 | \$720 | \$720 |
| Newfoundland | 8 | \$820 | \$820 |

This protocol applies to Steamfitters, Apprentices and Welders only. Any other travel reimbursement must be approved by the Turnaround Management Team.

Business Area Manager Approver:

Name: JEFF WHITE

Signature: Approval from
Jeff White via email to
Labour Relations

Date: March 29, 2021

Labour Relations Approval:

Name: _____

Signature: _____

Date: March 29, 2021