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December 3, 2019

Consumer's Co-operative Refineries Limited
Regina, Saskatchewan, Canada

Attention: Gil LeDressay
Scott Banda
Trent Rowsell

RE: Controlled Shutdown of CRC Refinery Operations Due to Job Action

I am writing to you today to offer the services of Unifor 594 members to facilitate the safe shutdown of all CRC Refinery operations.

The long-term safe operation of the CRC Refinery is of great importance to our members, and with notice of job action now in place, we want to ensure the entire plant is shutdown methodically and safely with our highly skilled and highly experienced workforce until we can reach a tentative agreement.

The Union has strong concerns about the Company's intentions to run the Refinery with a mix of under-trained managers, replacement workers, and contractors. It is the Union's belief that running the Refinery without Unifor 594 would pose serious safety risks to personnel, equipment, the community, the economy, and the environment.

Unifor 594 would even consider an extension to our job action notice to give our workers more time to bring the Refinery to an acceptable safe state if this cannot be achieved in the notice provided.

Nevertheless, if FCL & CRC Leadership insist on carrying out their Business Continuity Plan (BCP), the Union would be willing, to participate in emergency response duties if an incident did occur on site while Unifor 594 is taking legal job action. Unifor 594 members are highly trained first responders and Emergency Fire Crew members and would be a valuable asset to incident response to preserve people and property.

If assistance is required for emergency response activities, we would expect the current benefits of the Collective Bargaining agreement to apply, please contact me to facilitate our participation.

I want to reiterate that oil refining is a high hazard operation and continuing to run the CRC Refinery without members of Unifor 594 would be an unnecessary risk and in our mind, a mistake.

Respectfully,

Kevin Bittman, President, Unifor Canada Local 594

Copy: Scott Doherty, Assistant to the President, Unifor Canada
Steve Kerrigan, National Representative, Unifor Canada
Don Morgan, Minister of Labour, Government of Saskatchewan
Honorable Michael Fougere, Mayor of Regina
Crystal Norbeck, Gerrand Rath Johnson