



# Oil Sands Employee Bulletin

October 19, 2017

## **Random alcohol and drug testing begins December 1st in Wood Buffalo**

On September 28, we shared [news](#) that Suncor's case for implementing a Random Testing Standard case (as part of our Alcohol and Drug Policy and supporting standards) will be heard by a new arbitration panel.

In light of this decision and given the ongoing concerns of pressing safety risks in the Wood Buffalo region related to workplace alcohol and drug use, we will implement random alcohol and drug testing beginning December 1, 2017 for employees in safety sensitive or specified positions, in accordance with our Random Testing Standard. Contractors will also be required to implement random alcohol and drug testing.

We recognize this is a significant change for employees and leaders. Despite our continued efforts to mitigate the risk of alcohol and drugs, the evidence of alcohol and drug use we've found on our sites reflects a continued safety risk we simply can't ignore. Suncor continues to have safety incidents in the RMWB involving alcohol or drugs, including life altering injuries, fatalities, an alarming number of ongoing positive tests, as well as hundreds of security incidents. These security incidents include impaired driving, drug seizures, individuals not compliant with our Alcohol and Drug Policy, as well as finding alcohol, drugs and drug paraphernalia. We firmly believe random alcohol and drug testing is a necessary step to address the unacceptable and pressing safety concerns in the RMWB associated with alcohol and drugs at Suncor's operations.

At the same time, we recognize alcohol and drug dependencies are treatable illnesses and we are committed to supporting employees through approved treatment programs. If you suspect you have a substance dependency or an emerging alcohol or drug problem, you are encouraged to seek immediate assistance. Employees may request help confidentially through their leader, Human Resources Advisor, Health and Wellness or the Employee and Family Assistance Program (EFAP).

In the coming days, affected employees and leaders will receive more information about the implementation. I encourage you to stay informed and ask questions. We will do our best to ensure leaders and our Health and Safety advisors are equipped with the information they need.

Stay safe,

Mike Agnew, VP, EHS