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United Food and Commercial Workers Canada Union, Local No. 401

April 28, 2023

Via Email

Brad Corson
Chairman, President & CEO
Imperial Oil Limited
237 4th Avenue S.W.
Calgary, Alberta
T2P 3M9

Dear Brad Corson,

I am writing to you as the Executive Director of UFCW Local 401, the union representing the Civeo members who work at Wapasu Creek Lodge near your Kearl oilsands mine. I am deeply concerned about the situation of our members, who are facing mass layoffs after refusing to accept a \$7-per-hour wage rollback imposed by Civeo.

Our members are hard-working and loyal employees who provide essential services such as kitchen, janitorial and housekeeping at the lodge. They have been working at the camp for up to 16 years, some of them since its inception. They have contributed to the success of your Kearl project and deserve fair and respectful treatment.

However, Civeo has wholly disregarded their rights and dignity by demanding a drastic pay cut that would put them below the living wage in the region. Civeo's actions are unacceptable and unjustified, especially when your company makes record profits and pays your shareholders generous dividends. In the first quarter of 2023, you reported a net income of \$1.2 billion, an increase of 54% from last year. You also increased your quarterly dividend by 23% to 27 cents per share.

Civeo's actions are not only harmful to our members but also to your reputation and social license. Civeo is breaking its collective agreements with our union and its commitments to local First Nations members by outsourcing the work to a cheaper contractor.

As you know, your Kearl project has been under scrutiny for its environmental impacts, such as the oil leak that occurred in December 2020 and resulted in a \$1 million fine from the Alberta Energy Regulator. You have also faced criticism from the House of Commons Environment Committee for your lack of transparency and accountability on your greenhouse gas emissions. Moreover, you are responsible for addressing the challenge of tailings ponds remediation, which poses significant risks to water quality, wildlife, and human health.

In this context, it is imperative that you maintain good relations with your stakeholders, including your workers and Indigenous partners. You have an opportunity to demonstrate your leadership and corporate social responsibility by intervening in this dispute and pressuring Civeo to keep its workers and honour its relationships with local First Nations members. This would benefit our members, your bottom line, and long-term sustainability.

I urge you to act swiftly and decisively on this matter before it escalates further and causes irreparable damage to your reputation and operations. I am available to discuss this issue with you at any time and look forward to hearing from you soon.

I would like to bring a delegation from Wapasu to meet with you at your earliest convention to share their stories and the impact the action of Civeo and Imperial Oil are having. Please let me know what date and time would work for you, and we will make ourselves available.

Sincerely,



CHRIS O'HALLORAN
Executive Director
UFCW Local 401