

CONSUMERS' CO-OPERATIVE REFINERIES LIMITED
Regina, Saskatchewan

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Revised	Feb. 1, 2004
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LETTER OF UNDERSTANDING

EMPLOYEE PARTICIPATION IN EMERGENCY RESPONSE ACTIVITIES

1. Members of the Emergency Response Team (ERT) will receive a lump sum payment on an annual basis on December 31 of each year equal to \$500, assuming the employee has been a member for the previous 12 months.
2. Emergency Response Team members will receive a minimum of four hours pay when responding to an emergency call-out.
3. For purposes of the additional insurance provided to members of the Emergency Response Team, which is the Accidental Death and Dismemberment (AD&D) provisions, employees covered by the insurance are defined as the following:
 - a) Members of the Emergency Response Teams responding to the emergency situation.
 - b) When a Plant Emergency Alarm has been sounded, any other permanent CCRL employee, who has a responsibility to assist or who has been requested to assist at the scene by the On-scene Commander or his or her designate, or who has volunteered and been accepted by the On-scene Commander or his or her designate as a member of the Emergency Response Team while responding to the emergency situation.
4. The maximum insurance payable for any one employee is the maximum under the Group Insurance Plan (currently \$425,000). This includes Basic Coverage, Optional Insurance and AD&D.

Consumers' Co-operative Refineries Limited

Communications, Energy & Paperworkers
Union of Canada, Local 594

Date