



## **Voluntary Pause of Implementation**

### **Delay in the Implementation of Random Testing**

**Q. In light of Suncor's recent announcement to delay random testing, are contractors expected to start random testing safety sensitive workers in the Regional Municipality of Wood Buffalo as of December 1, 2017?**

A. No. Please note that until further notice, contractors **ARE NOT** required to implement random alcohol and drug testing for safety sensitive workers in the Regional Municipality of Wood Buffalo.

**Q. In light of Suncor's recent announcement to delay the implementation of the random testing, are contractors still expected to have random testing for safety sensitive workers in the Regional Municipality of Wood Buffalo included in their alcohol and drug (A&D) policy?**

A. No. Contractors are not required to include random testing in their alcohol and drug policies at this time. Suncor will provide updates on random testing requirements as next steps are determined.

**Q. We have completed and uploaded our Alcohol and Drug policy and it does not include random testing. Will our company be flagged by Avetta for non-compliance?**

A. No. Contractors are not required to include random testing in their alcohol and drug policies at this time.

**Q. With the random testing standard delayed, do contractors still have to pre-access test employees?**

A. Yes. Plans for implementing the remainder of the A&D policy and supporting standards at Suncor's Canadian locations remain unchanged, including the requirement for pre-access testing at all operating or construction worksites.

**Q. Does Suncor plan to eventually implement the random testing portion of the A&D policy?**

A. This is about safety. Despite putting incremental controls in place over the years at other locations in the region, we still have pressing safety concerns related to workplace alcohol and drug use. It is our intention to vigorously defend the need to implement random alcohol and drug testing for safety sensitive and specified positions in the Wood Buffalo region given the pressing safety concerns.

We look forward to full implementation, pending the Court of Queen's Bench decision, and will take all necessary steps to provide a safe workplace.

**Q. If I have loaded my Alcohol and Drug policy into Avetta and it includes random testing, do I need to remove the random testing reference and resubmit the policy?**

A. No. Contractors who have uploaded or continue to implement a policy which does contain random testing do not need to remove or resubmit.