

2019

Neighbour news



Colonel Hadfield with Imperial site managers Rohan Davis and James Ritchie and employee chair of the site's Joint Industrial Council, Paul Armstrong



Colonel Hadfield with students at P.E. McGibbon



Ed Linton and Jeff Nelson

An 'out of this world' personal safety record

Achieving a world-class record of any kind takes determination, persistence and a commitment to continuous improvement. Workers at the Imperial Sarnia site recently celebrated a milestone of two-years without a serious injury. For a facility with 700 full-time employees and 1,000 contractors on any given day, this is a remarkable achievement. Co-chair of the Joint Health and Safety Committee (JHSC) Jeff Nelson says support from the top of the organization has been a critical factor. "Management supports the safety mindset, which is a big thing. If you need to stop work to be safe, you stop work. If we raise a safety concern, it's dealt with in a timely and efficient manner. This level of safety leadership makes a major difference."

The JHSC meets monthly and includes representation from across the site, including wage, staff and management. Ed Linton is a TAMS worker at the Sarnia site and co-chair of the Contractor JHSC. "We want to do a good job and a safe job. It's not all about the money. We want to go home at the end of the day to our families." Ed says when he started in the industry, the culture was production focused and it's been a major shift to a safety focus. "There's a very positive safety culture at Imperial. They've made an amazing change encouraging workers to take the lead in safety. When Imperial employees tell me they believe in safety, I believe them. It's not lip service."

Earlier this year, Imperial hosted a crowd of approximately 2,000 employees and contractors at the Progressive Arena for a safety forum featuring Sarnia-born hometown hero and renowned astronaut Colonel Chris Hadfield. The colonel was inspirational in his one-hour keynote address with themes ranging from his personal journey of being an astronaut, assessing risk and thinking outside of the box. "I wish you all a hugely successful 2019, but it will not go as planned. All sorts of things will go wrong. They'll happen when you're least ready for them. The only way that you're going to safely land your ship at the end is if you get ready for it when things are quiet and you're willing to step up and assume the responsibility when things actually happen."

The memorable visit wrapped up at Imperial's partner school, P.E. McGibbon, where 500 star-struck students greeted Colonel Hadfield with a thundering applause. After playing his guitar for the students, he told them learning doesn't stop when you're finished school and that it's a lifelong journey. This echoed Colonel Hadfield's earlier message to Imperial employees. "You need to have a perpetual dissatisfaction with your skill set and a constant, relentless drive to become better at the things that matter to you."

Leading the way

For many years, the Imperial Sarnia site has been the single largest contributor to the United Way of Sarnia-Lambton's annual fundraising campaign. Through personal donations from employees and retirees, a corporate contribution and special events, Imperial generates nearly \$500,000 each year. That's a remarkable 25 percent of the \$2-million campaign. As you can imagine, we are tremendously proud of this achievement, and we couldn't do it without the generosity of our employees and annuitants.

Credit also goes to our onsite United Way committee. With employees scattered across various parts of the facility, the committee members ensure pledge forms are collected and events like barbeques, bake sales and auctions are organized. This year, Catherine MacDougall and Brian Howell are the employee campaign co-chairs. Although it's a significant amount of time and effort, both Catherine and Brian appreciate having this opportunity.

In addition to campaign dollars, an equally important contribution by Imperial is made through the 'Loaned Representative' program. During the busy campaign months, Imperial 'lends' an employee to the United Way, which helps lower administrative expenses at the agency while providing the company insight to the needs and activities that support our community. The 2019 Imperial Loaned Representative is Tiffany MacDougall from our Research department. I'm confident Tiffany will come back to us with new perspectives and ideas to help with future site initiatives.

As a United Way board member, I continue to be impressed by the role the organization has in our community, and I'm proud of the strong link with Imperial. I'm confident this community partnership will continue for many years to come.



Alan Blahey, Research Manager

Days of caring

Every year, Imperial employees look forward to the annual United Way Day of Caring. This fall, nearly 100 of our employees were volunteering across the Sarnia area helping seniors and non-profit organizations with yard work, painting and other maintenance jobs. We had so much fun that we initiated a second Day of Caring a few weeks later at the Aamjiwnaang First Nation seniors complex, and plans are in the works for a spring 2020 event!



Turnaround time

The Sarnia site is currently in its second maintenance turnaround of 2019. This one is on the refinery side with a peak contractor workforce of 450. Turnarounds are considered major projects at our facility, and they take years of planning with a core focus on safety. Earlier this year, 650 contractors were at the site for a scheduled turnaround. This was an opportunity to inspect, clean, repair and replace equipment within various process units at the refinery and chemical plant.



Some of the members of our 2019 Turnaround team

Always ready

This year, the Imperial Sarnia site fire department added a couple of new workhorses to its fleet. Pump 3 is a 3,500 gallon per minute pumper with three fixed monitors and a 1,030 gallon foam tank. It can spray significant amounts of water and foam for larger fires while on a similar platform to existing pumpers. It arrived at the site in January while Tanker 5, a 3,030 gallon foam tanker was added in May. The two vehicles join a fleet consisting of a 78 foot ladder truck with foam pump, an industrial foam pumper and a rescue truck.



L-R: Chris Davey, Jeff Steadman, Craig Anderson and Scott Hems



The Imperial ERT with Pump 3

ERT spotlight

"I've been a volunteer with Imperial's Emergency Response Team since 2016, and I'm also currently the Training Officer for St. Clair Township Station #5 in Port Lambton. As a municipal responder, I once brought someone back to life through CPR in the back of an ambulance, and his family had a last chance to see him and say goodbye. I believe experiences like this can help in my role as an Imperial responder, and the experiences I have with industrial firefighting are also an asset to the township's fire department."



Adam Mellow, Imperial Emergency Response Team

Made in Sarnia

In October, a 180-foot fuel processing tower made its way from a local fabricating shop near Confederation Street and Modeland Road in Sarnia to Imperial's refinery on Vidal Street. What would normally be a ten-minute drive took approximately 14 hours because of the massive size of the haul. For a critical move like this, safety is paramount and so is maintaining the integrity of the 'made in Sarnia' tower during transportation. Within a few days, a detailed lift plan was successfully executed. While it will take some time for the replacement tower to be connected to the facility, the pace of this project has been remarkable thanks to the various efforts of the entire organization. This tower replaces one that structurally failed at the site in April. There were no injuries, and the cause was attributed to pyrophoric materials.

Primary Control Group visit

We understand the importance of community partnerships. Imperial, along with INEOS Styrolution, recently hosted members of Sarnia's Primary Control Group (PCG). The group took part in a bus tour of each facility. The PCG assembles when there's a local emergency with potential community impact. Imperial Fire Chief Craig Anderson says this is an important relationship to foster. "There are times when we work hand-in-hand with the PCG, and it's critical that we build trust and we approach situations collaboratively. At the end of the day, we all want to do the right thing for the community."



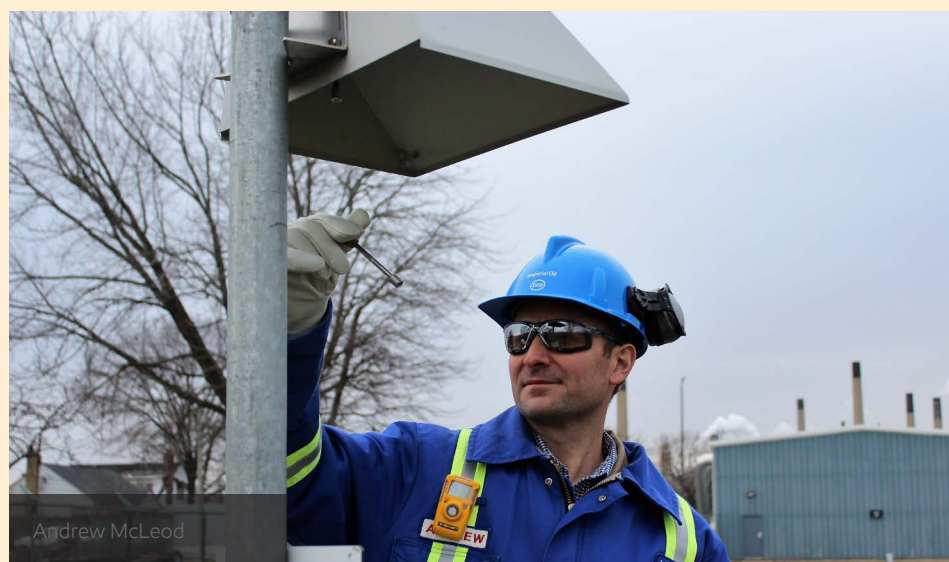
A century of joint industrial relations

When Gary Stewart looks back on his 38-year career with Imperial, he fondly remembers his last seven years as employee chair of the Sarnia site's Joint Industrial Council (JIC). "A big part of my job was trying to balance the wants, needs and expectations of both the employees and the management. Everybody wants the agreements to work in their favour when an issue comes up, but a lot of times, it's not black and white. It's intentionally grey to allow the place to function, to allow worker's rights to be respected and business to continue."

In 1918, Imperial became the first company in Canada to adopt the JIC system as an innovative approach to labour-management relations. As a remarkable testament to its success, the Sarnia JIC is celebrating its 100th year.

Gary believes part of the success of the JIC model has been the ability to solve issues in an expeditious manner. He says the system is designed for quick resolution for both sides. "If an issue comes up, the chair can go out and work with the employee and supervisor, and we may get immediate resolution. We can have six things come up in a week and they can all be resolved in a few days."

Current Employee Chair Paul Armstrong says there's strong momentum for the JIC. "The employees are proud of this system for a number of reasons. First, it's an open door policy with our management, which is important. There's also trust and respect on both sides. Because there can be a lot of people movements at a site, the JIC has been seen as the glue that holds everything together."



Property line monitoring

Early last year, results from Imperial Sarnia site's property line monitoring (PLM) initiative for benzene began getting posted every two weeks on a public website: www.iofencelinemonitoring.ca. PLM is a requirement under the Ministry of Environment, Conservation & Parks' Benzene Industry Standard which came into effect in July 2016. The overall goal of the Industry Standard is to reduce benzene emissions through specific strategies including monitoring so sources can be addressed and emissions reduced over time.

Imperial's environmental advisor Andrew McLeod says results from the Sarnia site have been rather unremarkable so far. "We haven't seen anything unexpected or completely out of the ordinary."

Imperial's property line monitoring system, similar to several other industries in the area, involves continuous passive air sampling collected from 19 stations surrounding the site. After 14 days, samples are analyzed for benzene concentration and the monitoring cycle begins again.

In addition to the PLM initiative, real-time air quality monitoring for the Sarnia region can be accessed at www.cleansairsarniandarea.com. The Clean Air Sarnia and Area (CASA) site was launched in 2018 as part of a collaboration between community members, government and industry.



BEEstigmatizing the honey bee



Imperial Sarnia employee Haley Walker is on a mission. Haley, a chemical engineer, started a beehive on the patio of her downtown Sarnia apartment complex, and wants to spread the word on the benefits of the hobby. Her interest in honey bees first started when a friend took a minor in beekeeping at Guelph University. "This past April, I came across a local beginner's beekeeping course. I asked myself 'What's the worst thing that could happen by getting into this?' For me, the worst case scenario was getting bees and then having to move them somewhere else because they're a nuisance. The best case scenario was I'd get a regular supply of honey and help the ecosystem."

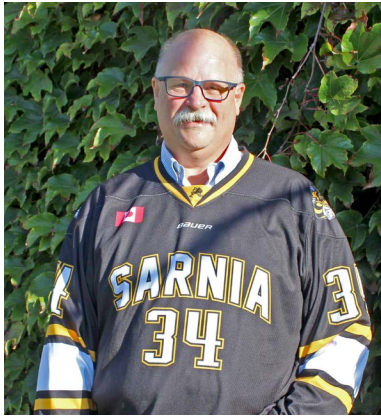
Haley says having a hive has been a very educational experience. "My apartment is near Bayshore Park, which is like a bee paradise. My honey bees will fly there, eat pollen and nectar and then come back to their hive. There's a misconception honey bees go after human food, but it's actually not part of their diet. They stay close to their hive and don't really bother anyone."

Haley's hive started with 5,000 bees and has grown to around 100,000. A common question she gets is whether the honey bees will sting. "If you're walking in their flight path and they get caught in your hair, they think they're in a spider web so they may sting. That's happened to me a couple of times. Other than that, they keep to themselves and aren't a nuisance at all."



Big impACT

Hockey has been a big part of Imperial Sarnia employee Dale Kerslake's life for many years. Dale became part of the Sarnia Girls Hockey volunteer executive when his two daughters joined the organization more than 18 years ago. He's had numerous roles during his tenure with the club even long after his daughters had left the organization. "I enjoy the sport, and I like helping people. To me, it's always been about the kids and I wanted to see it succeed." Because of Dale's volunteer efforts, he was able to access funding for Sarnia Girls Hockey through Imperial's impACT program which provides funding to organizations where our employees volunteer.



3,000 milestone

In recognition of recently reaching 3,000 Facebook followers, Imperial was proud to make a \$3,000 donation to the Sarnia and District Humane Society, which takes in an average of 3000 animals a year. Be sure to follow Imperial on Facebook at www.facebook.com/ImperialSarnia



All aboard Sarnia's premier summer event

Sarnia's Tall Ships Celebration "Powered by Imperial & Esso" drew crowds in the tens of thousands in August. The Imperial and Esso flag was proudly raised on the Empire Sandy, which is Canada's largest Tall Ship. The Mobil Performance Zone, a 53-foot interactive trailer based in Colorado, was also a big part of the action. Thousands of spectators dropped by to test out the racing simulator. A special thank you to the City of Sarnia and Tourism Sarnia-Lambton for organizing such a successful event.



Championing community partnerships

For a second year, the Imperial Sarnia site has partnered with the Sarnia Sting to host the Breakfast of Champions at local elementary schools. Imperial is proud to once again be a major sponsor of the Sting, and we wish the team the best of luck this season!



How to reach us

Emergency contact

Please contact us immediately if you notice any unusual odours, sights or sounds. The local number is **519-339-5666**.

General inquiries

Please contact Kristina Zimmer, public and government affairs manager at: **519-339-4015** or kristina.zimmer@esso.ca



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