

Year 2011 (Control Room Operator)	StatOil (Hourly)	MEG Energy (Hourly)	Southern Pacific Resources McKay (Hourly)	CNRL (Hourly)	CNRL (Contract)	Suncor Firebag (Hourly)	Imperial Oil Keari Lake (Hourly)	Conacher (Hourly)	Conoco (Hourly)	Cenovus Christina Lake (Hourly)
Shift Rotation			7N/7/D			4N-3D/7	10N/10/10D		7D-7N/14	7D-7N/15
Vacation Hours Eligible	240	240	160	160	0	120	160	160	160	280
Yearly Raise	4%	8%	N/A	N/A	0	3.25%	N/A	N/A	N/A	N/A
Camp Allowance Rate	12.0%	18.0%	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	10.0%	15.0%
Isolation Allowance Rate	15.0%	0.0%	0.0%	15.0%	0.0%	0.0%	15.0%	0.0%	0.0%	0.0%
Position Uplift Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Savings/Shares Plan Employee Rate	5.0%	15.0%	5.0%	20.0%	0.0%	10.5%	10.5%	8.0%	6.0%	8.0%
Employer RRSP Contribution	9.0%	8.0%	5.0%	15.0%	0.0%	0.0%	0.0%	8.0%	6.0%	5.0%
Short-term bonus rate	9.0%	10.0%	25.0%	7.5%	0.0%	0.0%	0.0%	17.0%	0.0%	0.0%
Long-term bonus rate	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retention Plan Rate	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	10.0%
Retention Plan Years to Vest	3	0	0	0	0	0	0	0	3	0
Steam Ticket	2	2	2	2	2	2	2	2	2	2
Hourly Rate	\$58.00	\$63.26	\$50.48	\$57.69	\$85.00	\$53.60	\$59.06	\$54.04	\$53.07	\$53.85
Hours Worked	2080	2080	2080	2080	2080	2080	2080	2080	2080	2080
Stat Holiday Hours	88	88	88	88	0	88	88	88	88	88
Scheduled OT Hours	104	104	104	104	104	104	104	104	104	104
Annual Salary	\$120,640.00	\$131,590.80	\$104,998.40	\$119,995.20	\$176,800.00	\$111,488.00	\$122,844.80	\$112,393.50	\$110,385.60	\$112,000.00
Annualized Stat Pay	\$5,104.00	\$5,566.88	\$4,442.24	\$5,076.72	\$0.00	\$4,716.80	\$5,197.28	\$4,755.11	\$4,670.16	\$4,738.46
Shift Differential	\$2,609.88	\$2,730.00	\$4,784.00	\$0.00	\$0.00	\$4,408.56	\$4,408.56	\$4,409.56	\$2,922.40	\$2,912.00
Scheduled OT	\$12,064.00	\$13,158.08	\$10,499.84	\$11,999.52	\$8,840.00	\$11,148.80	\$12,284.48	\$11,239.35	\$11,038.56	\$11,200.00
Ticket Premium (2nd Class)	\$8,500.00	\$14,400.00	\$8,500.00	\$0.00	\$0.00	\$5,978.00	\$7,308.00	\$10,164.56	\$7,800.00	\$8,400.00
Camp Allowance	\$14,476.80	\$23,684.54	\$20,999.68	\$0.00	\$0.00	\$22,297.60	\$0.00	\$11,239.35	\$16,557.84	\$20,160.00
Travel Premium	\$5,200.00	\$5,200.00	\$3,250.00	\$4,550.00	\$0.00	\$3,250.00	\$3,250.00	\$3,250.00	\$0.00	\$5,096.00
Perquisite	\$2,000.00	\$0.00	\$5,249.92	\$0.00	\$0.00	\$0.00	\$4,000.00	\$4,000.00	\$1,500.00	\$1,000.00
Savings/Shares	\$6,032.00	\$19,737.12	\$5,249.92	\$23,999.04	\$0.00	\$11,706.24	\$12,898.70	\$8,991.48	\$6,623.14	\$8,960.00
Employer RRSP	\$10,857.60	\$10,526.46	\$5,249.92	\$17,999.28	\$0.00	\$0.00	\$0.00	\$8,991.48	\$6,623.14	\$5,600.00
Short-term Bonus	\$10,857.60	\$13,158.08	\$26,249.60	\$8,999.64	\$0.00	\$4,000.00	\$0.00	\$19,106.90	\$0.00	\$0.00
Long-term Bonus	\$6,032.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Retention Bonus	\$36,192.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,000.00	\$0.00	\$44,957.40	\$60,000.00	\$11,200.00
Approximate Pay Cheque (excluding bonuses)	\$7,210.93	\$8,714.76	\$6,662.46	\$7,062.30	\$7,140.00	\$6,730.54	\$6,622.76	\$6,901.32	\$6,466.19	\$6,925.63
Total (Excluding Bonuses)	\$187,484.28	\$226,583.89	\$173,223.92	\$183,619.76	\$185,640.00	\$174,994.00	\$172,191.82	\$179,434.39	\$168,120.83	\$180,066.46
Total (Including Bonuses)	\$240,565.88	\$239,741.97	\$199,473.52	\$192,619.40	\$185,640.00	\$183,994.00	\$172,191.82	\$243,498.68	\$228,120.83	\$191,266.46
Suncor Difference (Excluding Bonuses)	-\$12,490.28	-\$51,589.89	\$1,770.08	-\$8,625.76	-\$10,646.00		\$2,802.18	-\$4,440.39	\$6,873.17	-\$5,072.46
Suncor Difference (Including Bonuses)	-\$56,571.88	-\$55,747.97	-\$15,479.52	-\$8,625.40	-\$1,646.00		\$11,802.18	-\$59,504.68	-\$44,126.83	-\$7,272.46