



The EXCAVATOR

Hello Everyone!

Happy New Year everyone, I hope that you all had some rest and lots of fun with your family and friends over the holidays! I was able to attend the orientation on January 3rd and I thought it went really well, Kelly did a great job putting the orientation together and presenting it to all in attendance and I was happy to get some feedback from people on some issues that were brought up. Please make sure if you do have any issues, concerns suggestions to email them to Kelly as she stated many times during the meeting, we can't fix or make things better if we don't know about the issue. The Red Deer office has been busy putting together a higher than usual amount of civil and electrical bids for many clients so I know it will be another very busy year! I will be getting out to the sites more often this year getting a chance to meet all of you who I haven't had a chance to yet, and to see how the jobs are progressing. I might even get a chance to run some equipment on your site! Thank you all for your dedication and great work at GCS, keep safe and warm out there, I hope this cold snap doesn't last too long but you must admit we have been spoiled so far this winter!

Greg Schmidt



PROJECT UPDATES

Red Deer Operations - Happy New Year from everyone at the Red Deer Office/Shop. The new renters are settling in nicely, and are finalizing where they are going to build their offices. Our office reno's are at the finishing stage, which always seems to go slower. The shop has been really busy getting equipment ready for rent and with Gord C. away at school, we are running short handed. The Electrical and Civil Estimators are busy working on and submitting bids. A big thanks to Jill who has been busy working on a new experience of lining up housing for our manpower for the Norealis job. Have a good month everyone!

Electrical Division - Duwayne and Kerry are busing working on tenders for spring work. They are currently looking for an Estimator to join their team.

Hardisty Operations - The truckers have been busy demobilizing Jobs 214, 223 and 224. They have completed the demobilization of job 228 and are now mobilizing equipment to job 232. The crushers were working hard before

the Christmas break and are back at it now. The shop hands have been kept hopping getting the fleet ready for the New Year doing maintenance, washing and applying the new decals. The Gravel haulers have been busy hauling loads for Carsons/Husky around the Windy Lake area.

Virden Operations - It has been fairly quiet around the office and shop since about mid-December. All lease building is on hold until the 3rd week of January. We have done a couple well abandonments and spill clean ups and are busy preparing for a busy year. Candice J came to Virden on December 22 and did the 2012 GCS orientation for 15 of our local staff and workers.

Cord - Christina Lake, AB - Job # 149 - has been completed

Cord - Smoky Lake - Job # 179 - This project will start again in Spring 2012



Digging Around GCS

◆ STAFF COUNT IS ~ 116

- ⇒ Congratulations to Sheralee L. on the successful completion of the Contract Management Certificate at MRU
- ⇒ Congratulations to Billie S and Kelly D on their engagement



Receiving Truck Allowance?

Anyone receiving Truck Allowance needs a form filled out for taxation purposes from the Hardisty office stating that they need their truck for work. Please contact the Hardisty office to obtain this form.



Please make sure that we have your current address on file as T4's will be issued in January.



Our website address has changed!! Check out our new site currently under construction at www.gcsenergy.ca



OLYMPIA HEALTH BENEFITS

Olympia Health Benefits reimbursement can now be deposited directly into your bank account. Forms to sign up for direct deposit are available online through your "My Olympia" account or you can request the form from the Site Office or Hardisty Office.

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Cord - Lac La Biche - Job # 180 – this project will start again in Spring 2012

Enbridge - Edmonton, AB - Job # 185 - Darcy and a crew of 12 are working on extra work and snow removal on site until spring when the main scope will start up again.

Enerplus - Cromer, MB - Job # 192 - is on hold for the time being

Cord - Waupisoo - Job # 194 - has been completed

Tundra Red Bed Resources - Cromer, MB - Job # 198 / 201 - is currently on hold

Tundra - Virden area - Job # 199 / 200 – is currently on hold

Cord - Cheecham, AB - Job # 203 - Dean and a crew of 18, have just returned from Christmas break and have jumped into snow removal on the roads and work area. The project continues to progress as the crew excavates and backfills trenches for piping to be installed. The Metering Skid is going to be installed by end of shift and the overall project is 30% complete.

SNC Lavalin - Hardisty, AB - Job #209 - Rob and Dave have been busy offloading

materials to the SNC laydown area.

Tundra - Cromer, MB - Job # 210 - has been completed.

Husky - Hardisty, AB - Job # 211 - has been completed

TCPL - Lakesend & Monitor, AB - Job # 214 - both Lakesend and Monitor are complete.

Tundra - Manitoba - Job # 215 - is currently on hold.

Enbridge - Edmonton, AB - Job # 227 - Darcy and a crew of 6 have started removing the large pile of contaminated soil at the Edmonton site. Currently 20 trucks are hauling from the site at Edmonton to the Ryley landfill. Work should be complete first week of February.

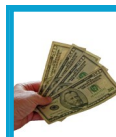
Enbridge - Cheecham, AB - Job # 229 - Dean and crew are continuing to de-water on the project for proper drainage.

Enbridge - Norealis, AB - Job # 232 - Bud and crew will be starting this job mid-January.

Tundra - Birtle, MB - Job # 235 - Duwayne and a crew of 6 will begin the ravine crossing on Jan 9, installing 2 flow lines and



Equipment Activity
External Rentals - 46



PAYROLL NEWS

Did you know you can access your T4's, view your hours, subsistence and any notes posted by the office by logging in to the **Payworks** site using the login information given to you when you signed up for electronic paystubs. If you haven't yet signed up for electronic paystubs, email thendricks@gcsenergy.ca and sign up today!



DID YOU KNOW

That you can get the GCS newsletter delivered directly to your inbox every month. To sign up go to our website or email sladd@gcsenergy.ca

FEATURED EMPLOYEE

Matt Goodhue
Labourer



Originally from Ontario, Matt joined the GCS team in September 2010 and has been working up at the Cheecham site for the past year. This being his first oilfield job, Matt says he has learned a lot about the oil field industry and continues to learn more each day.

Starting out on site on the shovel, he has now had the opportunity to run a variety of the equipment and is working his way up to running a hoe and/or dozer. Matt says that GCS has a great team environment, great leadership and support and has lots of amazing people willing to share their knowledge and experience.

When not at work Matt fills his time with golfing, boating and all sorts of outdoor activities, enjoying the summer months most of all. He also enjoys reading, writing and working with his hands.

Supervisor Dean C. says Matt has a strong work ethic, he works well in a group environment and gets along well with co-workers, and he follows direction with minimal supervision. Matt has a bright future at GCS Energy.

Brent D. and Jen S. apply the new decals to Equipment in December 2011.



When we think of “housekeeping” we tend to think of the common phrase: “A place for everything and everything in its place.” But housekeeping means more than this. **Good housekeeping means having no unnecessary items about and keeping all necessary items in their proper places.**

Think about what could happen if a bunch of oily rags suddenly caught fire one night, or if, in an emergency, employees couldn't get out of the work area safely because aisles were cluttered. Imagine those same employees unable to get out altogether because of a blocked exit. **Experience has shown that good housekeeping is an essential part of your company's health and safety program.**

There are many signs of poor housekeeping.

- cluttered and poorly arranged work areas;
- untidy or dangerous storage of materials (for example, materials stuffed in corners; overcrowded shelves);
- dusty, dirty floors and work surfaces;
- items that are in excess or no longer needed;
- blocked or cluttered aisles and exits;
- tools and equipment left in work areas instead of being returned to proper storage places;
- broken containers and damaged materials;
- overflowing waste bins and containers;
- spills and leaks

Safety Topic: Housekeeping

Good housekeeping at work benefits both employers and employees alike.

Good housekeeping can:

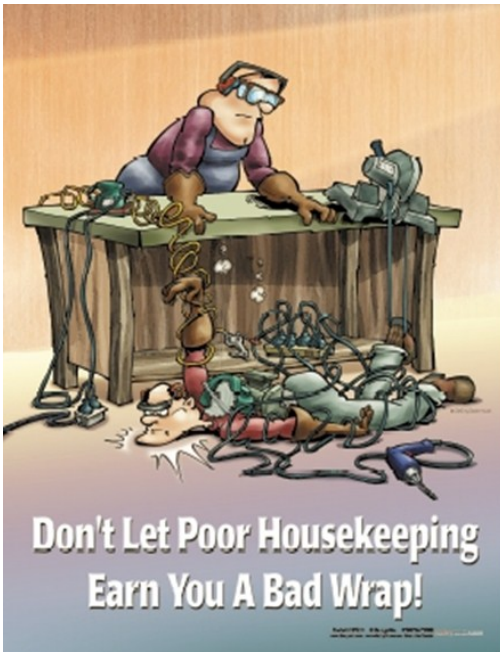
- Eliminate clutter which is a common cause of accidents, such as slips, trips, and falls, and fires and explosions; reduce the chances of harmful materials entering the body (e.g., dusts, vapors);
- Improve productivity (the right tools and materials for the job will be easy to find);
- Improve your company's image (good housekeeping reflects a well-run business. An orderly workplace will impress all who enter it
 - employees, visitors, customers, etc.
- Help your company to keep its inventory to a minimum (good housekeeping makes it easier to keep an accurate count of inventories);
- Help your company to make the best use of its space;
- Make the workplace neat, comfortable and pleasant – not a dangerous eyesore.

Good housekeeping requires effort and teamwork, but it's worth it. Here are some general pointers:

- Set housekeeping standards. Make sure they are clear, objective and attainable. Standards should make work easier, safer and healthier.
- It is best to involve employees when setting standards.
- Measure how well the standards are met. (Remember: what gets measured gets done.)
- Use checklists to help you to systematically measure housekeeping.
- Provide positive feedback. Let employees know how well they are doing and how to improve.
- Encourage housekeeping as a way of life – not just a special activity when visitors are coming.

Whether your workplace is an office, plant, store, or warehouse, here are some recommended housekeeping practices:

- Follow safe work procedures and the requirements of the law.
- Keep work areas clean.
- Keep aisles clear.
- Keep exits and entrances clear.
- Keep floors clean, dry and in good condition.
- Vacuum or wet sweep dusty areas frequently.
- Stack and store items safely.
- Store all work materials (for example, paper products, flammable liquids, etc.) in approved, clearly labeled containers in designated storage areas only.
- Use proper waste containers.
- Keep sprinklers, fire alarms and fire extinguishers clear.
- Clean up spills and leaks of any type quickly and properly.
- Clean and store tools, items and equipment properly.
- Fix or report broken or damaged tools, equipment, etc.
- Keep lighting sources clean and clear.
- Follow maintenance requirements.



CHECKLIST

Definition of the 5S's

Sort - Sort, from the workplace, what is needed from what is not needed. General criteria: If it wasn't used in the last 30 days, or it will not be needed in the next 30 days, store it away from the worksite. Use the "Red Tag" technique to remove items from the workplace.

Straighten - Find a place for everything and put everything in its place. Mark and label everything so that it can be easily found and easily put away.

Sweep - Clean the area and the equipment. Use a "ceiling down" strategy. Paint if necessary. Develop strategies to prevent items from getting dirty.

Schedule - Standardize the use of the first three S's by developing 5S checklists for all areas. Checklists should include a picture of what the area should look like.

Sustain - Make the first four S's a habit and part of the plant's culture. Use an audit team to evaluate and grade the 5S implementation throughout the plant.

Item	Yes/No	Item	Yes/No
Aisles		Roadways, Parking Areas	
clean		in good repair	
clear		well-marked	
well-marked		clear of ice, snow	
Exits and Entrances		Signs, Tags	
clear		adequate	
well-marked		appropriate	
free of ice, snow, water and other obstructions		clean	
Hand and Portable Tools		Stacking and Storage	
properly stored when in use/not in use		aisles clear	
Fire Fighting Equipment		stacks stable, secure	
clearly marked		well labeled	
accessible		area clean and clear	
Floors		Stairs	
clean		non-slip tread	
clear		clean	
in good condition		clear	
well-drained		in good condition	
Ladders		Ventilation System	
in good condition		clean	
free of grease/oil		clear	
secure when in use/not in use		Waste Disposal	
Lighting		adequate number of bins	
adequate		separate and approved containers for oily rags, flammable scrap, etc.	
clean			
Machines		Name: _____	
clean			
clear		Signature: _____	
in good condition			



Safety Training Courses



All individuals attending any field sites must have the following certificates and training:

- WHMIS
- CSTS/IRP 16/ or equivalent
- Ground Disturbance Level II – Approved by the Alberta Damage Prevention Council 201 Standard
- Standard First Aid Level C (provided by Canadian Red Cross/St John's Ambulance/or equivalent)
- H2S Alive (provided by EnForm)

“Current Employees” are required to keep all of the above certifications current, regardless of location and are expected to book and pay for each course. Upon successful certification of the course, GCS will reimburse all current employees for the full price of the course when:

- A copy of the certificate is submitted,
- A copy of the receipt is submitted,
- An expense claim form is completed and submitted.

The reimbursement will be allotted for on the following pay cheque.

All “new hires” gaining certification in the above courses, after January 1, 2011, GCS will reimburse the individual for the full price of the course when:

- A copy of the certificate is submitted,
- A copy of the receipt is submitted,
- An expense claim form is completed and submitted.

The reimbursement will be allotted for on the 2nd pay period following employment.

GCS does not pay employees for any time participating in the above courses.

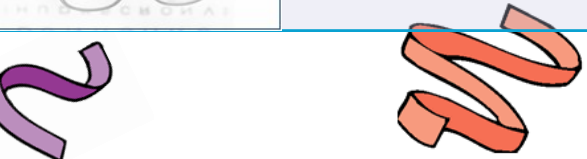
All individuals performing work shall have the proper education, experience and training before attempting a job. All on the job training will be documented and placed on the employee’s file.

Sudoku #1

5	2				4			7
	3	9		8				
4	8	7	6					
7			2		6		4	1
9		1				3		2
8	4		3		1			
					2	7	1	8
				1		4	9	
6			9				3	5

Answer to Oct-Nov Sudoku # 12

9	7	5	1	3	4	6	8	2
3	2	6	5	9	8	7	1	4
1	4	8	7	6	2	3	5	9
4	3	7	6	5	1	9	2	8
6	1	2	8	7	9	4	3	5
8	5	9	4	2	3	1	7	6
5	9	1	2	4	7	8	6	3
7	6	4	3	8	5	2	9	1
2	8	3	9	1	6	5	4	7



Don't FORGET!

Employees are reminded to send in their completed Benefit Packages to the Hardisty office as soon as possible as Benefits do not start until after the paperwork has been submitted!

January is National Eye Care Month!

Optometrists and ophthalmologists suggest strongly that you get your eyes checked every year, and what better time to do so than in January when we are celebrating all things new? It doesn't matter whether or not you wear corrective lenses, or even if you think your eyes are in perfect condition. Getting regular eye exams is an important part of your overall health care, and vital to ensure your continued healthy vision.



For information or submission of news and interviews, please call Sheralee at the Hardisty Office (780) 888-3845 or email: sladd@gcsenergy.ca