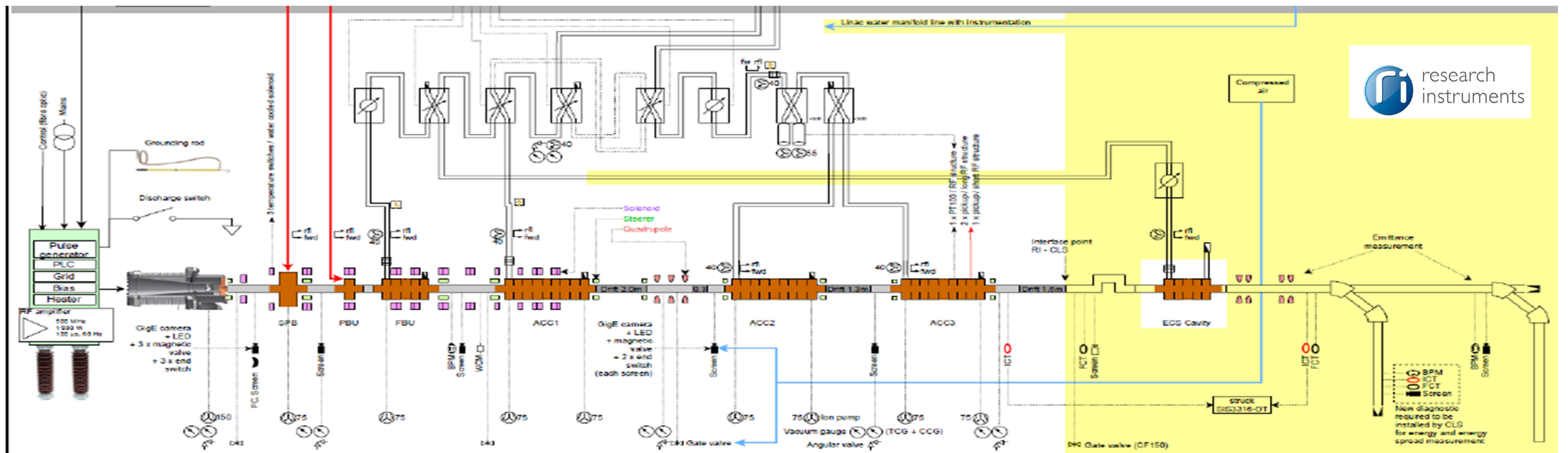




# Operation group redeployment during extended shutdown (dark time) - The CLS case

F. Le Pimpec  
Canadian Light Source, Saskatoon, SK, Canada

## New 250 MeV CLS injector based on DC Thermionic gun and S-Band SLEDeD



CLS dark time start: March 2024 —Duration 6 months with contingency built in

## CLS planned operator staffing usage

Operators 18 weeks potentially of low usage

Division	Resource Type	6 Weeks	8-12 weeks	10 weeks	4 weeks	2 weeks
OTS	MTECH	Red	Red	Blue	Blue	Green
	ETECH	Red	Red	Blue	Blue	Green
	MENG	Red	Red	Blue	Blue	Green
Engineering	EENG	Red	Red	Blue	Blue	Green
	HSE Rad	Red	Red	Blue	Blue	Green
HSE	HSE H&S	Red	Red	Blue	Blue	Green
	Control Analyst	Green	Blue	Blue	Blue	Green
AOD	Accel Physicists	Green	Blue	Blue	Blue	Green
	Operators	Green	Blue	Blue	Blue	Green
	Instrumentation	Blue	Blue	Blue	Blue	Green
	RF HV	Blue	Blue	Blue	Blue	Green

Phase	Start	Finish
Dismantling/Integration	March 1, 2024	April 11, 2024
Installation	April 12, 2024	June 6, 2024
Commissioning and SAT	June 7, 2024	August 15, 2024
*Finalization and LINAC Handing Over	August 16, 2024	September 16, 2024

\* 17 days buffer accounted for in schedule for installation.

- Some Operators can take time off
  - Operators' vacation authorized only during shutdowns
  - Big opportunity to get good rest or a long trip somewhere...
- Operators usually assist HSE (Safety group)
  - AOD must retain some operators in-house
- Operators are authorized to do all kind of works
  - Union and non-Union jobs
  - Duration of taking on this work is not limited in time
  - Caveat payroll issue past a certain duration
  - Caveat can non-union job become reserved to Union ? (Control software programming)
- Discussion with Union Mandatory (management and operators separately)
  - Union rep does not see any issues as long as Union reserved jobs are not stolen
  - Operators can go at their projects (Management encourages) - Financial constraint ?
  - Projects involves work with different machine groups or further education, that includes sending them to other facilities that are in operation.

### COLLECTIVE AGREEMENT

Between  
Canadian Light Source Inc.  
And  
Unifor Union of Canada (Local 609)

July 1, 2023 – Jun 30, 2025



## Way forward at CLS

Operators of a facility, that be scientific or industrial, face often the same challenges, 8 to 12 hrs night shifts that wears out over time people, and for CLS an entry level salary. Vacation are limited to shutdown only and for CLS (Not Canada) the job is unionized bringing some extra boundaries to Management in work assignment. A long dark period time is the opportunity to provide rest time and resourcing to the operators (ensuring longer retention of the talents). For CLS, discussion between Union and Management and Operators with their Union Rep shall ensure that reasonable desires of both operators and management can be met. Management must be cognizant that works assigned does not incur extra claims (union or financial). Using their talents (computer science, physics knowledge...) operators, ahead of time, are working on projects that links to perfecting today's operation: New Logbook (adding what operators needs with discussion to control's group), Wiki update (process and procedure), beam physics with Accelerator physicists... The Advent of cyber in the next 5—10 years will also change the operators' duties; this is also a time that operators must take to reflect with their management of what their work may be looking like, if not for them, their successors.

## PO02 - WAO 2023, Tsukuba, Japan