



your voice at work

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Calgary, AB
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ph: 403.342.0150
fx: 403.341.3810
#1, 4646 Riverside Drive
Red Deer, AB
T4N 6Y5

Lethbridge
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fx. (403) 320.9288
#104, 3305 18 Ave. N.
Lethbridge, AB
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631 - A Sutherland Dr. E.
Brooks, AB
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Fort McMurray
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fx. (780) 743.8312
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Fort McMurray, AB
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United Food and Commercial Workers Canada Union, Local No. 401

March 25, 2020

VIA EMAIL bperkins@excelsociety.org

**Brad Perkins, President/CEO
Excel Resources Society
Suite 500, 9707 110 Street NW
Edmonton AB T5K 2L9**

Dear Mr. Perkins:

RE: Response to COVID-19 - GERARD RAYMOND CENTRE

Further to the letter you received from us on March 24,2020, we have heard today that there may be lay offs at Gerard Raymond Centre. In light of this new information we would urge and ask you to immediately respond to the following questions and requests:

1. We ask that you agree to extend all recall rights for up to 12 months or until the COVID-19 threat and risk is resolved. We ask that you provide the Union with the most recent seniority list for all employees in the bargaining unit.
2. We ask that you immediately set up a fund to compensate all employees while they wait for EI or other financial assistance. This fund would include but not be limited to; the proper severance outline in any collective agreement articles or all relevant legislation that speaks to layoff notice and compensation, which ever is greater.
3. We ask that you agree to a longer period of time for employees to return when recalled as in Article 16.3 and 16.5 (a).
4. Provide all employees with the most recent resources and updates on all assistant programs offered by the provincial and federal governments for laid off employees.
5. Extend all benefits rights and entitlements for up to 12 months or until the COVID-19 threat and risk is resolved.
6. Provide all employees with assistance to fill out EI forms and facilitate access to Employee Assistance Programs.
7. Provide the reasoning to the Union for the lay offs, how many lay offs are required, how long do you anticipate these layoff's lasting?

In general, our requests are for immediate supports for our members, a sensible approach to labour relations during this unique time, and a dialogue regarding what the future might look like as we head down this most uncertain road.

We look forward to your immediate response.

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer