



**your voice at work**

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United Food and Commercial Workers Canada Union, Local No. 401

March 25, 2020

VIA EMAIL: [dfarnell@bayshore.ca](mailto:dfarnell@bayshore.ca)

**Darren Farnell**  
**Bayshore HealthCare Ltd.**  
#106, 1212 31 Avenue NE  
Calgary AB T2E 7S8

Dear Mr. Farnell:

**RE: Response to COVID-19**

The COVID-19 pandemic clearly demonstrates the **critical and important role our members play** in our communities. This is something we have always known and expressed at every opportunity for as long as we have existed as an organization.

In providing health care for Albertans, our members provide a key and important service that, especially in times like these, must be respected, valued, and protected.

We understand the evolving nature of the COVID-19 situation and its unique challenges, but **we would like to see all employers be proactive instead of reactive** in dealing with it. The consequences of not acting boldly, decisively, and immediately are too grave to imagine.

Not all employers are reacting to this crisis in the same way, and so the issues we must address differ across industries and from workplace to workplace. 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.

If you are already implementing elements of what we outline below, we would like to know, and of course, we would insist that you apprise your employees. If there are gaps in your approach, we sincerely want to work with you to find ways to meet them. It is our view that we simply must work through this evolving situation together.

**Supports for Your Employees**

Given the extraordinary circumstances our members are facing both at work and at home, we are asking all employers to provide the following immediate supports to all employees:

## Respect our members

Our members are frontline workers and heroes. Please be kind to our members and take all necessary measures to ensure a **culture of respect** in your workplace, especially from front line managers and department supervisors. Every subsequent request contained in this letter is an elaboration on what we mean by “respect.”

Please advise us of all steps you have taken to ensure that all managers are being held to the highest standards when it comes to treating employees with dignity and respect. We must insist that individuals like managers and other operation leaders be held to account with regard to everything they say and do in the present environment, where employees look for leadership, comfort, and kindness.

We ask for your **commitment to zero tolerance policies for clients and/or their family members abuse and impropriety** towards employees and that you demonstrate that commitment by placing signage, over and above what may already exist in all locations, where clients and/or their families interact with employees and where it can be seen by customers clearly when they enter the worksites.

But this isn't just about signage. Management must follow through in every way necessary to ensure that workers are treated with respect. This may involve having difficult conversations with clients and their families. We call on the company to have the courage to do the right thing.

## Right to stay home and suspension of punitive disciplinary measures

Employees have lives outside of their work. We are in a unique circumstance, and employees are under unprecedented pressure to balance attendance at work with social distancing, staying home when sick, and fulfilling the role of the caregiver and all of the unique circumstances that would arrive out of this very unique time.

Please respect **employees' right to stay home** for reasons emerging out of COVID-19, be they for health reasons, feelings of anxiety caused by the pandemic, or the need to care for a loved one.

We call on all employers to provide **immediate accommodation for employees impacted by school and daycare closures**. Furthermore, we assert that, irrespective of collective agreement provisions, all overtime should be voluntary for employees.

We also call for the immediate **waiving of all sick note requirements** for employees. During this crisis, waiting rooms for Doctors' offices can be seen as an epicentre for community infection. In some cases, your employees deal with the most vulnerable to the pandemic, and an employee's request to stay home might just save someone's life.

Clearly, it is hard, especially at this point, to imagine all circumstances under which an employee may want or need to stay away from work. **If ANY employee wants to stay home at this time and their circumstances are unique and cannot be contemplated by any existing policy or procedures, please contact our Union immediately to have a dialogue about these individuals to ensure that the culture of respect** for which we advocate so strongly carries through for everyone.

At the risk of redundancy, we cannot help but hover around the importance of sensitivity. **It is no one's place to judge the unique emotions that any individual might have during this very stressful time, and each individual should and must be accommodated by putting the principles of humanity and decency first.**

## Proactive Health and Safety approach

We remind you that, even during this unique time, employers have legal and statutory obligations to ensure the health and safety of their employees, which includes **ensuring all employees are informed of all workplace rights, obligations, policies, and rules.**

We ask that you immediately implement a **proactive health and safety approach commensurate with the unique situation we are facing**, which must include:

- The immediate provision of **Personal Protective Equipment (PPE)** to all employees who may be at risk. PPE surely includes things like disposable gloves for staff, disinfectant spray, wipes, hand sanitizers, and in some higher-risk settings, masks and/or face shields. Further, we have serious concerns about the proximity between clients, HCAs and visitors. Have you considered moving or reducing the number of clients you intake to ensure social distancing takes place? Have you considered a schedule, or an outright ban of family or visitors at this time? Are you looking at changing policies to ensure every client has their own room?
- **Increased sanitizing** of all surfaces, particularly door handles, tables, counters, rest rooms, etc. We must insist that this be emphasized and become part of a culture that sets this out as a frequent and absolute priority.
- **Immediate accommodations for elderly and immune-compromised staff.** We cannot over-emphasize this. We raise the circumstance of employees who might be responsible for the care of these individuals. Sensitivity to these kinds of circumstances, in our view, must be absolute.
- **Emergency Health and Safety meetings** to ensure all employees are fully apprised of COVID-19 policies and safety protocols. These meetings should be frequent, and the information presented should be clearly communicated to all staff in the location.
- **Clear communication to clients and their families on safety protocols and that abusive behaviour will not be tolerated.** We have already emphasized this, but we need to heed warnings that this situation could become worse.
- Finally, we re-affirm that all employees have the **right to refuse unsafe work** consistent with occupational health and safety laws.

## Financial Assistance for Employees

Employers are uniquely positioned to play a critical role in our societal response to this pandemic. As a matter of social responsibility, employers have an obligation to ensure that **no employee should have to choose between paying their bills and putting their coworkers or the public at risk.**

Put another way, no employee should be forced to come to work because they cannot afford to stay home, nor should they not come to work when they should because their pay is not commensurate with the risks they face.

When speaking with employees, their sense of fair play and justice is very clear. Many feel a willingness to perform a service to the public. But they have also told us that, especially in light of the sheer danger and social responsibility they themselves feel, that their enhanced productivity, combined with the hazard that they confront, necessitate both financial assistance and additional reasonable compensation.

We are looking for the immediate implementation of financial supports for all employees over an appropriate duration of time that should be no less than the full duration of the COVID-19 threat. We propose appending the following language to the collective agreements:

*Public Health Crisis Relief*

*For the duration of the public health threat, employees who cannot work due to self-isolation, quarantine, personal illness or illness of a loved one, or childcare requirements caused by school closures or other circumstances related to the public health threat shall continue to receive pay as if they continued to work (through whatever combination of STD or EI benefits and employer top-up is necessary to accomplish this objective).*

*For the duration of the public health threat, in recognition of the increased risk associated with interacting with coworkers and/or the public, employees who work shall receive a flat rate premium of five (5) dollars per hour for all hours worked.*

Health benefits

Access to health benefits has never been so important to so many. We are calling on all employers, including employer and/or union trustees, to instruct all benefit plan providers to immediately implement any of the following that may apply:

- waive all waiting periods applicable to access to all benefits;
- suspend all disqualification rules relating to time worked;
- waive all eligibility requirements applicable to short-term and/or long-term disability benefits for all employees;
- extend coverage to all employee who might not otherwise be eligible for coverage; and
- create a new type of coverage that provides benefit for anxiety or stress-related to COVID-19 matters.

We are calling on all employers who do not already provide short-term disability benefits to all of their employees to immediately extend such eligibility to all employees, regardless of the hours they work.

We are reminding all employers that it is not enough to just acknowledge the heroism of their employees at this time through words. There must be real meaningful dollars available and committed to employees to ensure that words are backed up with actions.

We will strictly enforce all provisions of the *Employment Standards Code* and the *Alberta Labour Relations Code*. We reserve the right to file complaints and charges as necessary.

Transparency around the sharing of information

People are currently under a lot of pressure, and we all have a job to do. Issues arising during this time frame may continue to exist well into the future. We are requesting that you share all information that may be relevant to us, pursuant to our collective bargaining relationship, so that these issues don't become on-going concerns.

We will visit and represent

We should advise that our offices are not closing, and our union is going to continue to represent our members. In fact, we are looking for ways to enhance our representation for UFCW Local 401 members during this difficult time.

Whether it is through visits to your workplaces, conference calls, or whatever other means might be necessary, we appreciate your full cooperation in respecting our Union's desire to be there any way we can for our members who are confronting such a unique time and unique challenges.

## Questions

At this time, we have the following questions that we hope will commence a dialogue that will be helpful for everyone:

1. **Can you please identify any of the above requests that you would be prepared to implement immediately**, and which will require further discussion? Please advise when you will be available to discuss these items.
2. **Do you have plans to close or limit operations?** If so, will you provide the supports to employees as noted above.
3. In recognition of the current recommendations from Alberta Health, **do you plan on limiting visitor access to the locations to a certain amount of people at a time or implementing a schedule for visitors?**
4. **Will you join us in our efforts to lobby governments** to provide supports for workers through this period?
5. Are you paying employees should they have to self-isolate for 14 days?
6. **What is your action plan in the event of the appearance of COVID-19 in a location?** Do you have contingency plans in place, so that union members are not forced to continue working in an environment that has been declared a site of possible infection? Finally, will you continue to pay employees for the time that they are unable to work?

We understand the evolving nature of this situation and the unique challenges it has created. It is our view that the only way to confront the pandemic is as a social system – that includes the cooperation and functioning of all component parts (governments, employers, and unions) working in solidarity for the public good.

We await your reply to these urgent requests.

Sincerely,



Thomas Hesse  
President



Richelle Stewart  
Secretary-Treasurer

cc. Nafisa Madhani – [nmadhani@bayshore.ca](mailto:nmadhani@bayshore.ca)