



**your voice at work**

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Calgary, AB  
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ph: 403.342.0150  
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**Dental (meats):**

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

March 26, 2020

VIA EMAIL: [tgualtieri@redlobster.com](mailto:tgualtieri@redlobster.com)

**Tracy Gualtieri**  
**Director, Human Resources**  
**Red Lobster Canada**  
5955 Airport Road, Suite 106  
Mississauga, ON  
L4V 1R9

Dear Ms. Gualtieri,

**RE: Response to COVID-19**

You have announced the closure of your restaurant effective today and the ultimate layoff of our members. The well-being of your employees should be your utmost priority. We are asking for evidence of your commitment to following “guidance from government” and implementing all recommendations from health authorities to ensure that your restaurant will be a safe place to work and visit when it is able to re-open under what may still be challenging circumstances.

We are requesting all information on all Red Lobster’s Covid-19 policies and emergency preparedness plans along with all updates as we work through this evolving situation together. We remind you that, even during this unique time, you have legal and statutory obligations to ensure the health and safety of your employees in a safer workplace in which all employees are informed of all workplace rights, obligations, policies and rules.

We cannot fully express the anxiety that our Union feels for and shares with our members. The announcement of the closure due to COVID-19 will have massive impacts on our members’ health, well-being and financial situations.

We are formally requesting that Red Lobster step up for employees in the following ways:

**Supports for Your Employees**

*Respect our members*

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

## 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 their **employees are fully supported** and assisted during the risk of COVID-19.

Because you are closing your operations without proper notice, we are concerned that many employees will be in dire need of additional supports. Despite the new measures announced by the government, workers may only expect to see 55% of their income without gratuities, and only after several weeks without pay.

We have heard others in the industry have offered additional wages past the date of closure to offset losses until EI claims are processed, as compensation for lack of notice. We ask that Red Lobster consider joining the leaders in the industry and offer the same compensation. Additionally, we urge you to immediately set up a fund that can be used to assist our members in EI claims, resume writing, and job placement assistance and to keep them informed on all government assistance options available to them.

Further, we request that all employees have their recall rights extended until the risk of COVID-19 is over, the closure requirement is lifted, or one year (whichever period is longer).

## Health benefits

We also request that Red Lobster show leadership and kindness to all employees by extending all their benefits until the risk of COVID-19 is over, the closure requirement is lifted or one year (whichever period is longer).

We put forward these positions to ensure that when employees do resume their work, they can do so with confidence that Red Lobster values them not just as employees, but also as people who have struggled through a time of great personal adversity.

We look forward to your reply to these urgent requests.

Sincerely,



Thomas Hesse  
President



Richelle Stewart  
Secretary-Treasurer

cc. Darlene Savidon, HR Manager – [dsavidon@redlobster.com](mailto:dsavidon@redlobster.com)