



April 3, 2020

Thomas Hesse, President  
United Food and Commercial Workers Union, Local 401  
#100 46 Hopewell Way N.E.  
Calgary, Alberta T3J 5H7  
Sent via email [thesse@ufcw401.ab.ca](mailto:thesse@ufcw401.ab.ca)

Re: Temperature Checks at High River and Calgary – Cargill Limited Locations

Dear Tom,

This is in response on your recent correspondence concerning temperature checks at our High River and Calgary locations. I want to reiterate the sentence that I started my last correspondence with, safety of our employee remains our top priority. I think this an area we have a shared concern in. We are closely following the Alberta Public Health Orders which are constantly changing as more is learned about the virus, and we are making updates or changes to our process when necessary.

Under ordinary circumstances, temperature testing would most certainly not be permitted in Canada, but these are not normal times. Indeed it is fast becoming an expectation that employers who must continue to operate during this time (because they are an essential part of the critical infrastructure) will implement temperature screening as one measure which is part of the overall effort to meet the obligation to maintain a safe workplace. Just last week, the CFIA mandated its workers to submit to this screening when and where requested. And earlier this week, the CFIA issued new guidance requiring all meat processing establishments to have documentation confirming steps are being taken to ensure safety, including screening.

We have one point of entry for employees to come into our facility. Every employee is asked to verbally review three questions:

- 1) Have you traveled internationally? If the answer is “yes,” the employee is automatically quarantined for 14 days.
- 2) Have you been in close contact with anyone who has tested positive or is being investigated for COVID-19? If the answer is “yes,” the employee is automatically quarantined for 14 days.
- 3) Do you have any of the following symptoms: cough, sore throat, fever, runny nose or shortness of breath? If “yes,” the employee is asked to go to secondary screening, which takes place in an isolation area. Here the licensed nurse will do a documented assessment to confirm the symptoms or fever using a tympanic thermometer. Per the Alberta Public Health Order, if any of the listed symptoms are confirmed and are not related to a pre-existing health condition, the employee will be quarantined for 10 days.

If an employee answers no to all of the screening questions their temperature will be read by an infrared (IR) camera. If their temperature is less than 38C they will pass through and report to work as normal. If their temperature 38C or higher they will go to the secondary screening process described above. 38C is used as it is considered a fever and what was advised to use when the Health Services staff contacted Alberta Public Health.



When individuals are assessed in the secondary screening, our licensed nurses document the assessment and why the decision was taken to either send the employee home or allow them to report to work. As a reminder from our last correspondence, employees that must be absent for COVID-19 reasons are eligible to receive their regular pay up to a period of 14 calendar days (80 hours) for time off due to COVID-19.

Social distancing requirements are strictly adhered to during the screening process. Personnel are in place to ensure that employees maintain appropriate distance while passing through screening. Personnel conducting the IR camera are at a distance of at least 2 meters. Licensed nurses are in full PPE to ensure their safety and the health safety of anyone they may come in contact with. In secondary screening, nurses are changing gloves and sanitizing all equipment, chairs and thermometers between each patient.

In the event the screening process makes an employee late to their start time, they will be compensated from their start time. If employee start times need to be adjusted to ensure no lines, this will be communicated in accordance with the CBA requirements and employees would be paid from this start time if they are late as a result of this process.

What we have found is that most employees are grateful for the measures we are taking to ensure their health and safety as well as the community in which they serve. Thank you for your questions and should you have any follow up inquires, please contact me.

Sincerely,

Tanya Teeter  
Vice President of Labor