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

April 13, 2020

VIA EMAIL: [aiko.bunn@avisbudget.com](mailto:aiko.bunn@avisbudget.com)

**Aiko D. Bunn**  
**Vice President, Labour Relations**  
**Avis**  
10441 25 Street NE  
Calgary, Alberta  
T3N 0A1

Dear Aiko,

**RE: Response to our letter of March 23, 2020**

During the current COVID-19 risk, we understand that things can be very busy, however, responding to the Union that represents your employees must continue to be a priority.

We wrote to Sam Wallis, the City Manager, on March 23, 2020, but unfortunately, your March 30th response provided only some clarity on the steps Avis has or will choose to take in protecting workers during the COVID-19 risk. Many cars are being returned from a ten (10) day quarantine period, now to be cleaned by your employees. With that mind, what extra steps has Avis taken to ensure the employees are as safe as humanly possible? It would be safe to assume Avis is providing gloves but are masks and or some sort of face shield?

One of the things the employer can address, as a zero-cost measure, would be waiving grievance time limits. This would show the employer intends to be fair to workers given different times over the next few months some of members of management may not always be available. It would also allow people not to have that immediate reaction to an issue and could allow further time for all parties to work together. Frankly, it is simple change that would go a long way in the eyes of the employees.

We have asked, and continue to ask, that Avis maintain all employees are their number one resource. In doing so it is only just to waive all minimum benefit qualifiers to all benefits to all employees during this COVID-19 risk.

These are similar questions that were posed in the initial letter, which tells you the level of importance that the employees place on their health and safety; this must be the same priority for Avis.

It is, of course, well acknowledged the steps taken by Avis to retain as many employees as possible with as little income loss as possible and that is

commendable. Certainly, the travel and hospitality industries have been some of the most aggressively impacted. We simply ask that given employees continue to put themselves at risk while travelling to work and working at the counters, the service center or any other location work is being done that Avis takes every step necessary to ensure they remain as informed and healthy as you possibly can.

We ask that you immediately turn your attention to our correspondence and provide answers to each of our questions. This information is imperative in providing the stability and some comfort to employees that are faced with uncertainty at every turn. We look forward to your fulsome response.

Thank you.

Sincerely,



Thomas Hesse  
President



Richelle Stewart  
Secretary-Treasurer

cc. Sam Wallis, General Manager