



**your
voice at work**

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Dental (meats):
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1.866.544.9686

Superstore PT Benefits:
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Pension:
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United Food and Commercial Workers Canada Union. Local No. 401

April 14, 2020

VIA EMAIL: greig_cannard@owfq.com

Greig Cannard
Overwaitea SOF Prairies
Overwaitea Food Group
9855 92 Avenue
Langley, BC
V1M 3B6

Dear Greig,

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 should be a priority. Although we did receive a short response in an email from you and the store manager, unfortunately it lacked details and did not answer a majority of the questions that were asked of you.

We have yet to hear about any additional steps taken by the employer since that email dated March 25th, 2020. We are very interested in your response to all the questions in our letter including our requests to waive grievance time limits, waiving required sick notes and any accommodations you've made for employees with family responsibilities. If you have not already, when will you be waiving all minimum Health Benefit eligibility requirements?

1. You say you have provided \$2 per hour premium pay to the members for all hours worked. When did this program begin? Will this continue for the duration of the COVID-19 risk?
2. How will you be controlling the number of customers in your store?
3. Have you set a maximum number of customers and if so, what is that number?
4. Will you assist us in lobbying the government for improvements to Health and Safety in the retail grocery industry?
5. Will you compensate your employees who are off work due to the lack of childcare or top up their EI or the CERB and pay their Health Benefits?
6. People with small children at home are especially in need of their Health Care Benefits, children and their parents are especially prone to illness and infection and are more likely to need their prescription drugs. Should someone have to choose between their prescription and paying their rent or buying food?

- 7. Will you pay your employees if they fall ill with COVID-19 or another illness whereby they need to be quarantined or force them onto a government program where their income is uncertain?**

- 8. If you choose to place your sick employees on a government program will you assist them in navigating EI or the CERB and will you provide a top up to their lost income? Will you pay their Health Benefits while they recover?**

It seems that those health benefits may be the difference between a long lengthy illness and someone who may be able to recover quickly should they fall ill. **Have you scheduled additional Health and Safety meetings to address employees concerns as this situation evolves?** This is a fluid situation requiring constant updates and feedback amongst the people who work for Overwaitea. Your employees should be listened to carefully and in a formal setting. They will have great ideas on how to keep the employees and customers alike safe and healthy for the duration of this risk.

We wrote to you on March 23, 2020, but unfortunately, we have not received a comprehensive response from you. We ask that you immediately turn your attention to our correspondence and provide answers to each of our questions in that letter in addition to all of the questions that are posed in this letter. We look forward to your immediate response.

These are unprecedented times and call for an unprecedented response with an eye to being careful, considerate and above all humane in your dealings with the people who work for you, the members of their union.

Thank you,

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer