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

April 14, 2020

VIA EMAIL: [wbarclay@core-mark.com](mailto:wbarclay@core-mark.com)

**Core-Mark International Ltd.**

**Warren Barclay**  
Division President  
8225 30 Street SE  
Calgary, AB  
T2C 1H7

Dear Mr. Barclay,

**RE: Response to our Letter of March 26, 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.

This COVID-19 risk has left the world constantly evolving and adapting, with that in mind, communication has become imperative.

We sent you a letter that had many questions for you and to date we have not received a response to a majority of those questions.

We have yet to hear about any additional steps taken by the employer. We asked you to provide premiums to your employees for taking a risk in continuing to work while people in other industries have the opportunity to work safely from home. **Have you done so?**

We are being told the employer has yet to provide the proper personal protective equipment to safeguard both the clients and the employees. **What steps have been taken to acquire and distribute these items, if any?**

We are very interested in your response to all items 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, then when will you be waiving all minimum Health Benefit eligibility requirements?**

Additionally, you have announced lay-offs of at least nine of your employees, we would ask that you extend the lay-off/recall period outlined in the CBA: Article 6 and extend that period to at least twelve (12) months following their last date of lay-off.

Will you be paying for these employees Health Benefits while they are off work due to this risk? It would seem that employee Health Benefits would be critical at a time like this when their very health could be at stake. If people fall

ill, their health may be in jeopardy if they cannot access drugs or medical care because their benefits have been cut off. What could have been a short recovery from illness could end up being a long road of suffering that was needlessly thrust upon them.

- 1. Will you be offering them the EAP in case they are in need of counselling or assistance?**
- 2. Will you be offering them assistance in navigating Employment Insurance or other provincial or federal financial assistance programs?**
- 3. Will you offer them a top-up to their Employment Insurance or other assistance programs?**
- 4. How will you be communicating with your employees during this lay-off?**
- 5. When do you anticipate being in a position of recall?**

We wrote to you on March 27, 2020, but unfortunately, we have not received a response from you on the above mentioned topics or many other portions of the letter aforementioned. We ask that you immediately turn your attention to that letter and the questions we have posed here and provide answers to each of our questions.

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.

We look forward to your immediate response.

Thank you.

Sincerely,



Thomas Hesse  
President



Richelle Stewart  
Secretary-Treasurer