



**your
voice at work**

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

April 16, 2020

VIA EMAIL: fafa@premiertech.com

Andre Fafard
Facility Manager, Western Operations
Premier Horticulture
41 – 803 60th Street
Olds, Alberta
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Dear Andre,

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. While we did receive a memorandum from you dated the 16th of March, it predated our letter to you, and we have had no response from you to our requests and the questions we asked on March 23rd.

We ask that you immediately turn your attention to that letter, provide answers to each of our questions as well as any additional questions in this letter and address whether you will honor our requests.

It is crucial that employers provide the utmost support for their employees during this time of great risk. Employees need to know if they will be supported by their Company and to what level during this time. Some of the most important issues that need to be addressed are:

1. Will you provide compensation should an employee become sick with COVID-19 or display symptoms of COVID-19 or will you force them onto a government assistance program where their income is precarious and uncertain?
2. If you choose to have your employees access government assistance will you provide them with an income top up, so they do not experience a catastrophic loss of income?
3. Will you provide support to those employees to assist them in navigating EI or the CERB?
4. Will you continue their Health Benefit package at no cost so they can access medications and care so their illness is not prolonged unnecessarily because they may have to choose between necessary prescriptions and paying their mortgage, rent or buying food?

5. Should your employees be affected by a loss of childcare during this time of risk will you compensate them because they have to stay at home, or will you force them to access government assistance?
6. Will you cover the cost of their Health Benefits so if they or their children need important medications, they do not have to choose between paying their mortgage, rent or buying food?

Health care has never been so important, and it is imperative that your employees know you have their health as your first priority.

7. If an employee is in a high-risk category implying severe complications should they contract the virus or if they live with someone in that category will you honor their decision to stay home during this time of risk and how will you compensate them?
8. Will you continue their Health Benefit coverage during this time at no cost?
9. Have you sourced and distributed PPE to your employees and have you implemented a plan of social distancing based upon the recommendations of provincial and federal Health authorities?
10. Have you implemented a comprehensive sanitation program throughout the plant to ensure employees are not transferring the virus on surfaces that they come in contact with?
11. Will you waive all sick note requirements and time limits on grievance and arbitration?
12. What is your Companies plan of action should an employee test positive for COVID-19? Do you have a response plan in place? Will you close the plant? Please provide this action plan to the members union at his office, as soon as possible.

These are some of the requests and questions that we have posed to you and your employees, the members of this great union, demand answers.

Please review this letter as well as the letter sent to you on March 23rd, 2020 and provide a complete and comprehensive response to us as soon as possible.

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

Nicole Miller, Human Resources Advisor, miln@premiertech.com