



your voice at work

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#100, 46 Hopewell Way N.E.
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Red Deer

ph: 403.342.0150
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#1, 4646 Riverside Drive
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ph. (403) 328.4245
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#104, 3305 18 Ave. N.
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Fort McMurray, AB
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United Food and Commercial Workers Canada Union, Local No. 401

April 16, 2020

VIA EMAIL to: mike.pisak@civeo.com

Mike Pisak
Director, Human Resources - Operations Support
Civeo Canada
3790 98 Street NW
Edmonton, Alberta, T6E 6B4

Dear Mike,

RE: Response to your Letter of March 31, 2020

Our messaging to you, and to government officials, has been direct and blunt in the last number of weeks. People need to make a living. People have the right to have their lives protected.

Our Union's approach to Covid-19 has been the same every minute, every day and every week since we became aware of this terrible disease – and, it is indeed, terrible. You can carry the disease without knowing it. You can wander around without symptoms. The disease can be transmitted with very little interaction. There is no vaccine. There is no treatment and there is no cure.

There is an old saying about “cure.” We have all heard it. “An ounce of prevention is worth and pound of cure”. But again, there is no cure for Covid-19. So, we need 10,000 pounds of prevention. Our Union has been screaming for prevention. Richelle and I have adopted this approach with every single employer. We have spoken for every single employee for who we are proud to call our members.

You have probably seen me on every television station across Canada asking for the largest food processing facility in the country to shut down for two weeks and to be paid for that time. Our members in your facilities have hard, and, often lonely lives, servicing the interests of big oil through their employment with Civeo. They come and go, trying to stay connected to families and loved ones and they make enormous sacrifices every day. They play a key role in trying to keep an industry afloat. That industry has been hanging by a thread.

We have written to Civeo, talked to Civeo and negotiated with Civeo. Yet Civeo has not responded to us in any meaningful way. We have sought a \$5.00 an hour premium for your employee's. On reflection, this simple cannot be enough. Why isn't overtime being paid for every single hour worked in your facilities? Overtime should not just be paid for long hours, or for working on certain days, but should be provided for the terrible hazards and risks

associated with Covid-19. These workers are not staying home in their pajamas or watching Netflix and enjoying the generosity of the public purse. They certainly do not have the means and the privilege to just stay at home.

They are there. They are able and anxious to work. They are there to help the oil industry to hang on. They are there to keep this critical industry afloat. Are you really doing all that should be done to keep them safe? Are you paying them what they are really worth during this global pandemic? Should we be asking the government to shut you down?

In the past few weeks, notwithstanding the noise we have made, you have refused and failed to act meaningfully. It is time to act now. No lives can be lost. And those who are risking them should be bloody well paid for it.

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer

CC: Clayton Herriot
Larry Zima
UFCW Communications (Michael)