



your voice at work

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Lethbridge

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Dental:

1.866.961.6147

Dental (meats):

1.800.667.2816

Safeway PT Benefits:

1.866.544.9686

Superstore PT Benefits:

1.866.342.3513

Pension:

1.888.811.7227

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

April 17, 2020

VIA EMAIL: Antonio.martinez@sunterra.ca

Antonio Martinez
Vice President
Trochu Meat Processors o/a Sunterra Meats Trochu
233 North Road
Trochu, AB
T0M 2C0

Dear Mr. Martinez:

RE: Response to COVID-19

We are in receipt of your response dated April 1, 2020 to our letter, outlining several suggestions and recommendations, on behalf of our members. While you provided us with a lengthy response, it was lacking enough detail for us to celebrate and acknowledge all the steps you have taken in order to support our members during the COVID-19 risk.

The Union Representative assigned to your location has expressed that these steps were only taken after extensive pressure from the Union and not as a result of the care you expressed for your staff and their families. We cannot express enough the need for additional steps to ensure the health and safety of those working at Trochu Meat Processors.

We would also like to reiterate our position that employees should be rewarded for their dedication, hard work and the risk they are undertaking during this global pandemic. Other companies in the agri-food industry have made significant steps to ensure this and we are asking you to do the same thing.

Can you confirm that you have done any of the following?

1. Developed an extensive cleaning and sanitation program? This is not limited to the lunchroom but would extend to the staff washrooms, change room, hallway and production floor?
2. What steps have you taken to ensure social distancing is occurring? Have you provided for staggered breaks and start and end times? Staggered workstation or slower line speeds? Provided dividers for either the production floor or lunchroom?

3. Have you provided your employees with sufficient compensation? Other companies have introduced either an hourly premium or a weekly bonus for their employees. What have you rewarded them with? We have recommended reasonable compensation in our letter.

Benefits

1. Your response states employees have the right to choose what they pay for. Do you not think it is reasonable during this time of financial uncertainty that you cover these costs for your employees and extend to them benefits that would assist in any hardship they might face?
2. What is your plan should an employee contract COVID-19? Your response stated that you had consulted with CFIA and other groups to develop a plan. Please share that plan with us.

Labour Relations

Your response states that you were confused by our request. We are asking for an agreement that:

- a. supports and rewards your employees while either working for you or having to stay at home for various reasons. This would be along the lines of the compensation mentioned in point #3; and
- b. We had also asked that you agree to waive any grievance time limits outlined in the Collective Bargaining Agreement and agree to an Expedited Resolution Process. Agreeing to this would allow both parties to focus on the needs of the members and when necessary deal with matters in an expedient fashion.

Providing your employees with an “open door” policy on matters that concern them sound great, but they want to know what you are actually doing for them, not just providing them an ear to listen to their concerns. Please respond to our questions above so that we may share with our members all the steps you have taken for the employees you care about.

I look forward to your immediate response.

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer

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