



your voice at work

Edmonton
ph. (780) 452.0362
fx. (780) 451.3099
14040 128 Ave.
Edmonton, AB
T5L 4M8

Calgary
ph. (403) 291.1047
fx. (403) 250.3412
#100, 46 Hopewell Way N.E.
Calgary, AB
T3J 5H7

Red Deer
ph: 403.342.0150
fx: 403.341.3810
#1, 4646 Riverside Drive
Red Deer, AB
T4N 6Y5

Lethbridge
ph. (403) 328.4245
fx. (403) 320.9288
#104, 3305 18 Ave. N.
Lethbridge, AB
T1H 5S1

Brooks
ph. (403) 501.8486
fx. (403) 501.5144
P.O. Box 1148
631 - A Sutherland Dr. E.
Brooks, AB
T1R 1B9

Fort McMurray
ph. (780) 743.4190
fx. (780) 743.8312
#205, 9914 Morrison St.
Fort McMurray, AB
T9H 4A4

Toll Free. 1.800.252.7975

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

www.ufcw401.ca
ufcw@ufcw401.ab.ca

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

April 17, 2020

VIA EMAIL: Brian.moore@agropur.com

Brian Moore
Director of Manufacturing Edmonton
Division Natrel
Edmonton Fluid Milk Plant
11135- 151 Street
Edmonton, Alberta
T5M 1X3

Dear Brian:

RE: Response to our Letter of March 25, 2020

Thank you for your response to or letter dated March 25, 2020.

It is unfortunate that your employer cannot find the resources to acknowledge, and reward, the extraordinary sacrifices your employees and our members have been making every day of this threat. Our disappointment in your answer to one of the many questions outlined in our letter will not however discourage our advocacy on behalf of our members.

We had anticipated a more fulsome response to our letter of March 25 and are concerned that at this time, most of our questions remain unanswered.

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. Please respond to the following questions which went unanswered in your response.

1. Will you commit to zero tolerance policies for abuse of employees and demonstrate your commitment to this by reviewing your Harassment policies with all management personnel?
2. Have you respected employees right to stay home for reasons emerging out of COVID-19 and provided accommodation for employees impacted by school and daycare closures?
3. Have you waived all sick note requirements?
4. Will you agree to the Public Health Crisis Relief language proposed in our letter?

Health and Safety

1. Have you implemented a site-specific sanitization program? If so, can you provide a detailed description of the steps you have taken?

2. Have you provided accommodations for elderly and immune-compromised members?
3. Are you scheduling additional Health and Safety meetings?
4. Will you agree to make all overtime voluntary for the duration of the COVID 19 threat.
5. Have you increased space between each employee work stations, and reduced line speeds and production quotas to allow employees to practice enhanced sanitation and reduce employee fatigue?
6. Have work schedules been reconfigured to maximize social distancing?

Benefits

1. Have you or do you intend to:
 - a. Waived all waiting periods applicable to access to benefits and suspended all disqualification rules related to time worked?
 - b. Waive all eligibility requirements applicable to short term and/ or long-term disability benefits for all employees and extended coverage to all employees who might not qualify for coverage?
 - c. Created a new type of coverage that provides benefits for anxiety or stress related to COVID-19 matters?

Labour Relations

Will you agree to waive all grievance timelines and commit to a letter of understanding outlining an expedited dispute resolution process?

In Addition

1. Do you plan to increase production or operations or alternately plan to close or curtail operations? If either, please provide details.
2. Will you continue to pay employees in the event of a plant closure related to COVID-19?
3. Would you consider joining us in our efforts to lobby government to provide additional supports for workers through this period?

We wrote to you on March 25, 2020 and, as of this date, have not received a complete response from you. We ask that you immediately turn your attention to this task and provide answers to our remaining questions. We look forward to your immediate response.

Thank you.

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer

cc. monica.park@agropur.com
Aaron Goguen
Larry Zima
Devin Yeager
Rick Schneider