



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: Catherine.MacFarlane@refresco.com

Catherine MacFarlane-Bishop
Regional Human Resources Manager
Refresco Group Ltd.
4810 76 Ave S.E.
Calgary, AB
T2C 2V2

Dear Mrs. MacFarlane-Bishop:

RE: Response to COVID-19

Thank you for your correspondence outlining the Company's Bonus Program. We had sent you a letter on March 25, 2020, outlining a number of suggestions and recommendations, on behalf of our members and the Union. We ask that you review our letter and provide us with a response and clarification on the following:

1. We have asked for a \$5.00 per hour premium. Our Union feels that this extraordinary time calls for an extraordinary recognition of the efforts and risk that our members are facing. Would you be able to increase your premium or at least match what others in your industry have offered?
2. In addition to the bonus premium you are offering employees, can you advise if the Company has taken any steps to assist employees with eligibility for benefits as outlined in our letter?
3. Your letter to employees' states that you have initiated thorough cleaning and sanitization protocols. Can you share those protocols with us?
4. What steps have you taken to ensure social distancing in the lunchroom, change rooms and hallway? We recognize the plant floor allows for acceptable social distancing but are concerned with other communal locations.
5. Can you please advise us of your action plan should any staff member test positive for COVID-19?
6. In our letter we asked you to consider agreeing to waive any timelines, as outlined in the Collective Bargaining Agreement, and agree to a Letter of Understanding for an expedited resolution process. We ask that you review our request and respond if you will agree to this.

We acknowledge and celebrate the steps you have taken to ensure the health and safety of our members while at work but ask that you consider and respond to the above in addition to those you have already taken.

Thank you.



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer

Cc: Ricardo deMenezes
Michelle Cahill