



your voice at work

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

April 17, 2020

VIA EMAIL: jason.miller@jsbssa.com

Jason Miller
Labour Relations Manager
Mountain Creek Farms
3410B Ogden Road S.E.
Calgary, AB
T2G 4N5

Dear Mr. Miller,

RE: Response to COVID-19

Thank you for your response of April 1, 2020 to our correspondence, outlying several recommendations on behalf of our members during the COVID-19 risk. As we stated in our letter, we would like to thank you for the steps you have already taken and the additional information you have provided in your response.

We note that there are a few items the Union recommended in its letter that your response has not addressed. Can you review our correspondence and respond to the following:

1. Confirm that Joint Health and Safety meetings are taking place as required. Please confirm dates, times and frequency of meetings. We have asked that they take place more often during this COVID-19 risk.
2. Our request for a waiver of timelines outlined in the Collective Bargaining Agreement and a Letter of Understanding for an expedited resolution process.
3. What is your action plan should an employee test positive with COVID-19? What are your plans for the plant and for all those affected?
4. Social Distancing measures – what steps have you taken to ensure that the 2-meter separation rule is being implemented in the plant? This should include the lunchroom, changeroom, hallway and on the production floor.

Can you also provide clarification on the following:

1. Enhanced sanitation procedures – Please provide us with an outline of the steps you have taken.

2. Your response states that employees who are ill with a fever or respiratory infection should stay home until they are symptom free. This procedure does not meet with the requirements of the Government of Canada and the Province of Alberta. Can you please confirm that you are requiring employees showing any flu like symptoms to follow these requirements and not return to work before the recommended isolation period has concluded and they have had a negative test, if a test is required?
3. Given the fact that testing is limited to severe cases and front line workers, can you confirm that those employees who are recommended to isolate, are also being given a paid leave similar to those who have tested positive for COVID-19?
4. Your introduction of an "Essential Team Member" bonus – although this is a step in the right direction for rewarding your staff, if you were to calculate this on a per hour bases it works out to be \$1.40 per hour. Many of your competitors have at a minimum offered \$2.00 per hour. We have asked that you consider generously compensating your employees for having to work

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 implement the above in addition to those you have already taken.

Thank you,

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer

cc. Yonathan Negussie, yonathan.negussie@jbssa.com