



**your voice at work**

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

April 17, 2020

VIA EMAIL: [jskidnuk@wcri.com](mailto:jskidnuk@wcri.com)

**Jordan Skidnuk**  
**Manager of Human Resources**  
West Coast Reduction  
1930 121 Ave NE  
Edmonton, AB  
T6S 1B1

Dear Mr. Skidnuk:

**RE: Response to COVID-19**

Thank you for your response to our letter of March 25, 2020. We appreciate the proactive approach you have taken regarding; social distancing, sanitation, pay, OH&S and benefits.

We would ask that you reconsider your stated position regarding time limits, an expedited dispute resolution process and the Public Health Crisis Relief Language.

In addition, we notice that you did not address all our questions and we would appreciate a response to the following:

*Health and Safety*

1. Have you scheduled additional health and safety meetings?
2. Will you agree to make all overtime voluntary for the duration of the COVID- 19 threat?
3. Have you provided paid accommodations beyond sick pay or std, for elderly or immune-compromised employees who are unable to work due to higher risk of infection?
4. Do you have a COVID-19 positive diagnosis reaction plan? If so, can you please provide forward it to the Union?

*Benefits*

1. Have you or do you intend to:
  - a. Suspend all disqualification rules relating to time worked?
  - b. Waive all eligibility requirements applicable to short-term and or/ long term disability benefits for all employees?

- c. Extend coverage to all employees who might not otherwise be eligible for coverage?
- d. Create a new type of coverage that provides benefits for anxiety or stress related to COVID-19 matters?

*Pay*

1. Is it your intention to continue the Special Weekly Wage premium indefinitely and if not, what are the circumstances which would lead to the employer withdrawing this premium?
2. In addition, do you plan to increase production or alternately plan to close or curtail operations? If either, please provide details.
3. Will you continue to pay employees in the event of a plant closure related to COVID-19?
4. Would you consider joining us in our efforts to lobby government to provide additional supports for workers through this period?

We would ask that you direct your attention to these questions with due haste.

Sincerely,



Thomas Hesse  
President



Richelle Stewart  
Secretary-Treasurer

CC: James Taylor – [jtaylor@wcrf.com](mailto:jtaylor@wcrf.com)  
Larry Zima  
Vinko Zigart