



**your
voice at work**

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#100, 46 Hopewell Way N.E.
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Red Deer

ph: 403.342.0150
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#1, 4646 Riverside Drive
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Lethbridge

ph. (403) 328.4245
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#104, 3305 18 Ave. N.
Lethbridge, AB
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631 - A Sutherland Dr. E.
Brooks, AB
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Fort McMurray, AB
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United Food and Commercial Workers Canada Union, Local No. 401

April 17, 2020

VIA EMAIL: Kehoe.Mark@cavendishfarms.com

**Mark Kehoe
Vice President, Human Resources**

Cavendish Farms Corporation
2720 2A Avenue North
Lethbridge, AB
T1H 5B4

Dear Mark,

RE: Response to COVID-19

Thank you for your response of April 2, 2020 to our correspondence outlying a number of 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.

In speaking with the Union Representative overseeing the workplace we understand that you have taken additional steps to ensure the Health and Safety of the employees that were not mentioned in your letter. We applaud these steps.

1. Temperature Checks of those entering the facility
2. Staggered Start and End times of employees shifts
3. Using additional entrance and exits to limit the traffic coming in and out
4. Used floor markings to ensure social distancing is maintained at the time clock
5. Regular "Toolbox" meetings on the floor to keep employees informed and up to date

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

1. Has your Company introduced or have plans to introduce a premium or bonus program for the employees? Many companies have provided their employees with a monetary recognition program and we would like to know if you have done the same.
2. Can you confirm that the Joint Health and Safety meetings are continuing? Either in person or via technological means; Toolbox meetings are a great addition, but we would like to know if you are meeting your obligation as outlined in the legislation?

3. Can you advise if the eligibility requirements for STD or LTD have been waived for those who need to access these benefits?
4. What is your action plan should there be a positive Covid-19 test result in the plant?

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 the above in addition to those you have already taken.

Thank you.

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer

CC: Lee Gleim, General Manager