



your voice at work

April 17, 2020

VIA EMAIL: raymond.elmairy@mapleleaf.com

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

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Lethbridge

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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

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Dear Raymond:

RE: Response to COVID-19

Thank you for your response of April 1, 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.

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. Our request for language that supports your employees financially should they be unable to work for reasons related to COVID-19. This would include a top up to 100% of their regular earnings should they receive subsidy through government programs or other benefits.
2. Can you confirm that the Joint Health and Safety meetings are continuing? Either in person or via technological means; We would request that these meetings take place multiple times a week in order to facilitate quick action and communication with our members.
3. Provide examples of how you have implemented changes to maintain social distancing. By now, you would have heard about positive confirmed cases at Cargill in High River. Social distancing on the floors, in lunchrooms, in locker rooms and in hand washing areas all need to be addressed. As well, increased sanitation, increased use of protective tools like masks, face shields and proper communication in many languages needed.

4. Have you contacted your benefit providers and asked that all waiting periods or eligibility for benefits be waived during this time? Have you extended coverage to employees who might not qualify for such benefits? Will you agree to continue benefit coverage and premium payments for anyone that needs to be off during this time?
5. 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