



**your  
voice at work**

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

April 18, 2020

VIA EMAIL: [gwest@abcrc.com](mailto:gwest@abcrc.com)

**Guy West**  
**Alberta Beverage Container Recycling Corporation**  
901 57 Avenue  
Calgary, Alberta  
T2E 8X9

Dear Guy,

**RE: Response to our Letter of March 24, 2020**

Thank you for your reply to our letter of March 31<sup>st</sup>,2020. We know that this has been a busy time and things have been changing rapidly in the beverage recycling business. While we did receive a response email from you dated the 31st of March, we have had no response from you to many of our requests and the questions we asked in our letter of March 24, 2020.

We ask that you immediately turn your attention to that letter and provide answers to each of our questions and address whether you will honor our requests. It is crucial that employers provide the utmost support for their employees during this time of great risk.

Employees need to know if they will be supported by their Company and to what level during this time. It is equally important to know that you are taking every precaution necessary to protect the members and everyone who enter your buildings.

Let me illustrate some of the most important issues that were in our previous letter or have come to our attention since that time. These issues need to be addressed as soon as possible:

Your letter says that you should an employee become sick with COVID-19 or display symptoms of COVID-19 you will you have them access a government assistance program where their income is precarious and uncertain. If your employees must choose between coming to work with an illness and losing important income, they may choose to come to work instead of taking the time to receive proper treatment and rest.

1. If you choose to have your employees access government assistance will you provide them with an income top up, so they do not experience a catastrophic loss of income?
2. Will you provide support to those employees to assist them in navigating EI or the CERB?
3. The members at ABCRC have recently experienced lay-offs and I see that you have offered to extend the lay-off period from 60 to 90 days and subsequently their health benefits for the same time frame?

Thank you for that, would you consider extending that period for a longer length of time? In this uncertain time, it may be many months before our world returns to any sense of normalcy.

Health Benefits cost so much, and if they cannot access medications and care if they are ill, they may have to choose between necessary prescriptions and paying their mortgage, rent or buying food? I know ABCRC to be a very progressive employer so please consider this request. Health care has never been so important, and it is imperative that your employees know you have their health as your priority.

1. Should your employees be affected by a loss of childcare during this time of risk will you compensate them because they have to stay at home, or will you force them to access government assistance?
2. Will you waive all sick note requirements and time limits on grievance and arbitration?
3. What is your Company's plan of action should an employee test positive for COVID-19?
4. Do you have a response plan in place? If so, please provide it to the members union at his office, as soon as possible.

If you read our letter to you carefully, we have asked you to implement a wage enhancement program to compensate your employees who must go to work in these times of extreme risk to their health and safety. Many employers have implemented this type of program to reward their employees who must go to work while others have the advantage of working from home or accessing government assistance programs and staying safe while this risk is imminent. We would like you to consider that and give us an answer as to the rationale behind the level of compensation you are prepared to provide, or why you won't, offer that benefit to your employees. We have asked for a starting point of \$5 an hour across all scales. Please respond to this request.

One of the questions we would like you to take careful and considerate attention to is:

**Will you assist us in lobbying the provincial and federal governments to provide better legislation to protect workers in times of great risk and to provide better universal health care such as a universal prescription drug plan for all Albertans and Canadians?**

Please carefully review the letter that we sent to you on March 24<sup>th</sup> and provide us with a complete and comprehensive response to requests and questions contained in both these letters, the members would like to know your answers as soon as possible.

These are unprecedented times and call for an unprecedented response with an eye to being careful, considerate and above all humane in your dealings with the people who work for you, the members of their union.

Thank you.

Sincerely,



Thomas Hesse  
President



Richelle Stewart  
Secretary-Treasurer