



your voice at work

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

April 18, 2020

VIA EMAIL oliphant.hilary@cfmws.com

Hilary Oliphant
Human Resources Manager
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Canadian Forces Morale and Welfare Services (CFMWS)
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Dear Mrs. Oliphant:

RE: Response to our Letter of March 25, 2020

We wrote to you on March 25, 2020, to open on-going further communications relating to all policies, procedures, measures, critical supports and contingency plans required in your operations and services with respect to the unique challenges of COVID-19.

During the current COVID-19 risk, we understand that things can be very busy. We want to thank you for all your responses and information provided thus far in addressing several our concerns and questions identified in our letter. However, there remains several items unaddressed or in need of additional clarifications and responses. We again ask for a comprehensive response to our previous letter.

We have requested, and will continue to ask, for you to be sensitive and kind to all your employees and implement a number of financial supports and benefits to assist them in a time of need and until the COVID-19 risks abate. In your recent "CFB Edmonton Updates" email to Sam Nuako on April 13, 2020, you outlined all buildings and/or facilities which are currently closed as a result of COVID-19, identified departmental telework operational measures and the employment status of regular and seasonal employees. You have indicated currently no additional employees are affected or subject to layoffs except those end of winter seasonal employees, as per the normal process of your operations. **Are there any plans for non-seasonal layoffs that are being considered?**

With the prospect of delays to the start of summer seasonal staffing for facilities that remain currently closed, for example the golf club, **what plans, provisions and possible extensions of recall rights are being put in place for resumption of these operations when it is deemed safe to do so?**

Further to the "COVID-19 - A Guide for Managers of Canadian Forces Morale and Welfare Services version 1.0 March 2020" provided, have there been

any additional updated directions or revisions made to this document? In encouraging and in the observance of preventative measures recommended by PHAC to help curtail the spread of COVID - 19, **has there been a reconsideration on the provisions in providing personal protective equipment such as masks, gloves or goggles to employees? Have there been any amendments regarding the requirement of medical documentation for self-isolation in returning to work?**

This document cites where temporary closures due to COVID-19 are required, and employees are advised not to report to work, affected employees will continue to be paid for hours already been scheduled to work. In light of the current closures, **what other financial supports and/or other mitigation measures are in place or being considered for all affected employees whom are not subject to seasonal layoffs and are unable to work from home, for example CANEX Retail and the Community Centre?** Additionally, are there currently any employee benefit extensions and/or enhancements to the employee and family assistance program (EFAP)? **Finally, can you please provide your action plan and communications in the event or appearance of a COVID-19 positive case on the base?**

We understand the evolving nature of this situation and the unique challenges it has created. We also understand that now is the time to take pro-active actions to ensure as the curve flattens we work together to implement measures to safeguard employees and the public now and when your facility can return to normalized full operations and all your valued, trained and skilled staff can fully return to work.

We ask that you turn your attention to providing answers to these items. We look forward to your immediate and comprehensive responses to both our letters by April 23, 2020. Please be informed due the urgency and increasing risks related to COVID-19 any unaddressed issues thereafter will be reviewed and subject to the grievance processes as per the Collective Bargaining Agreement.

Thank you.

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer

CC Larry Zima
Sam Nuako
Michelle Cahill