



**your
voice at work**

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

April 18, 2020

VIA EMAIL: kang-kanvir@aramark.ca

Kanvir Kang
Operations Manager, Aramark
Bethany Care Services
Bethany Collegeside
99 College Circle
Red Deer, AB T4R 0M3

Dear Mr. Kang,

RE: Response to our Letter of March 25, 2020

We wrote to you on March 25, 2020, in our letter we had a number of concerns and questions relating to policies, procedures, measures, critical supports and the contingency plans for your operations with respect to the unique challenges of COVID-19. We have not yet received a comprehensive response from you on these items.

The Aramark letter received on March 20, 2020 from Steven Leonoff, National Director Labour Relations, predated our letter and failed to address a number of our specific concerns with respect to your operations at Bethany Care Services.

The current COVID-19 risk is an evolving situation and we understand that things can be very busy, however 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. 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.

We understand the evolving nature of this situation and the unique challenges it has created so we further ask for details on any of your policies, requirements and communications that may have been changed to comply with operational and outbreak standards as a result of the recent CMOH Order 10-2020 on April 10, 2020.

Further, please provide all details on any requirements for daily self checks and limitation particulars on single facility work requirements for employees.

1. What provisions have you put in place for employee compensation for transportation and/or loss of scheduled hours should they be required to be sent home and forced to self-isolate as a result of the above order?

2. Will you provide compensation should an employee become sick with COVID-19 or display symptoms of COVID-19 or will you force them onto a government assistance program where their income is precarious and uncertain?
3. Will you provide support to those employees to assist them in navigating EI or the CERB?
4. Will you pay for Health Benefit coverage during this time at no cost?

It is equally important to know that you are taking every precaution necessary to protect not only your employees but the residents they provide services for. Further, it should be noted, and taken extremely seriously, that the largest community transfers recorded in Canada have been at long-term care facilities for seniors. These people are the most vulnerable should they contract the COVID-19 virus. 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 residents now and should there be any suspected, probable or confirmed COVID-19 cases.

Additionally, will you waive all sick note requirements and time limits on grievance and arbitrations? We ask that you turn your attention to providing comprehensive responses to both our letters. We look forward to your responses by April 22, 2020.

Thank you.

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer

cc. Van Phan – phan-van@aramark.ca
Kevin Munn – munn-kevin@aramark.ca