



your voice at work

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Dental (meats):
1.800.667.2816

Safeway PT Benefits:
1.866.544.9686

Superstore PT Benefits:
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Pension:
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United Food and Commercial Workers Canada Union, Local No. 401

April 22, 2020

VIA EMAIL: iris.treichel@olddutchfoods.com

Iris Treichel
Old Dutch Foods
3103 54 Ave SE
Calgary, AB
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Dear Iris:

RE: Response to our Letter of March 25, 2020

Thank you for your communication of March 27, 2020. While we appreciate the temporary wage supplement you have extended to your employees and our members, we do note that the three-week period set out in your communication is approaching its end and we strongly advocate that you improve and extend this program.

We are also concerned that you have chosen not to address the other questions and concerns we brought forward in our March 25th letter as we had been expecting a more fulsome response. Can you please provide answers to the remainder of our questions with due haste?

1. Will you commit to zero tolerance policies for abuse of employees and demonstrate your commitment to this by reviewing your Harassment policies with all management personnel?
2. Have you respected employees right to stay home for reasons emerging out of COVID-19 and provided accommodation for employees impacted by school and daycare closures?
3. Have you waived all sick note requirements?
4. Will you agree to the Public Health Crisis Relief language proposed in our letter?

Health and Safety

1. Can you provide details regarding your site-specific sanitization and social distancing programs?
2. Have you provided accommodations for elderly and immune-compromised members?
3. Are you scheduling additional Health and Safety meetings?
4. Will you agree to make all overtime voluntary for the duration of the COVID-19 risk?

5. Have you increased space between each employee work stations, and reduced line speeds and production quotas to allow employees to practise enhanced sanitation and reduce employee fatigue?
6. Have work schedules been reconfigured to maximize social distancing?

Benefits

Have you or do you intend to:

1. Waived all waiting periods applicable to access to benefits and suspended all disqualification rules related to time worked?
2. Waive all eligibility requirements applicable to short term and/ or long-term disability benefits for all employees and extended coverage to all employees who might not qualify for coverage?
3. Create a new type of coverage that provides benefits for anxiety or stress related to COVID 19 matters?

Labour Relations

1. Will you agree to waive all grievance timelines and commit to a letter of understanding outlining an expedited dispute resolution process?

In addition

1. Do you plan to increase production or operations or alternately plan to close or curtail operations? If either, please provide details.
2. Will you continue to pay employees in the event of a plant closure related to COVID-19?
3. Would you consider joining us in our efforts to lobby government to provide additional supports for workers through this period?

We wrote to you on March 25th, 2020, and as of today's date, the above issues are still outstanding. We ask that you turn your attention to this correspondence and provide answers to our remaining questions by April 27th, 2020. We look forward to your immediate response.

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer

CC: Devin Yeager
Ricardo de Menezes
John Leeyus