



your voice at work

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

April 22, 2020

VIA EMAIL to: mike.pisak@civeo.com

Mike Pisak
Director, Human Resources - Operations Support
Civeo Canada
3790 98 Street NW
Edmonton, Alberta, T6E 6B4

Dear Mike,

RE: Covid-19 Action

The COVID-19 pandemic puts Alberta’s camp workers at imminent risk. We write to you with urgent concern for the lives and livelihoods of our union members working in camps that continue to work through COVID-19.

Some of our members at Wapasu have now been put into mandatory self-isolation with COVID-19.

While public gatherings have been limited and playgrounds are closed to ensure public safety, our members’ workplaces remain open. Large groups of clients, congregating in close proximity to employees and each other, despite public health orders requiring social distancing continue at Wapasu. You have not solved this problem.

Employers and governments have referred to Alberta’s camp workers as “essential.” These same employees made serious sacrifices for your company and for Albertans not long ago when they faced another state of emergency. These workers held their heads high and did everything Albertans and you asked them to. They cared for evacuees, they worked under extreme fear and anxiety while fires literally burned all around them. It is now your turn to pay them back for those sacrifices and take care of them.

We’ve sought to work with you through good faith discussions for weeks. But for all our discussion about policies, there are still gaps between understandings we might reach through discussion and actual practices at the camp level, which are now a matter of life and death.

We are asking you to voluntarily act to ensure an effective on-the-ground approach to the COVID-19 risk our members face.

Mandatory self-Isolation of members

In our discussions with our members, we are appalled and extremely frustrated with the lack of care both medically and emotionally being provided to members forced to be in isolation. To be ill, and some with COVID-19, and not be able to be in the comfort of your home while facing this terrifying reality, would surely make you as an employer want to provide the most comfortable accommodations possible for these employees. We demand that the care and attention of these members be a priority by immediately implementing the following.

- Provide isolation pay for Members. This should be paid all scheduled hours until released or a positive test result.
- If a confirmed positive test result comes back, then the employer should support a WCB claim for missing wages of the employee.
- Provide monitoring and better treatment of isolated and tested positive members such as but not limited to; Linen changes, cleaning supplies, sanitizer, menu choices for isolation similar to hospital where you tick off your choices for the next day. Amenities in room such as fridge, coffee maker, microwave, and water. Courtesy calls every day for check in check-ups.

Safety concerns of members

We continue to have grave concerns with the lack of social distancing in the camp, among other requests we have made to you, of which have been left un-responded to. We will ask you again to immediately implement:

- Our members continue to be at great risk working through COVID-19. We previously asked that you pay a \$5.00/hour hazard premium for this risk and pay until the COVID-19 risk has resolved. You now have positive COVID-19 cases in your camp, you continue to not control gatherings in the hallway areas and other high traffic areas, you are encouraging members to work in the isolation wing, and therefore we request that you now pay all members time and a half for all hours worked to properly compensate them for the risks they are taking by coming to work.
- Immediately put in writing to every employee that they do not have to enter the isolation wings for cleaning and food delivery. Should an employee voluntarily agree to enter the isolation wing, pay them time and a half plus \$5.00/ hour hazard pay.
- Enforce all social distancing measures with clients and provide proper policing to ensure these measures are being followed. This includes but is not limited to; practice social distancing, wearing masks, putting floor signage and wall signage up.
- Make masks available for all members while on shift, make the wearing of masks mandatory and implement mandatory temperature checks daily for employees and clients.
- Conduct mandatory daily meetings for all members and inform them of how many clients and members enter isolation, how many leave isolations, and how many positive results if any. Communication to members on days off so they know what is happening at site prior to returning.

- Restrict the use of all Jack and Jill rooms, and provide all members with rooms with private bathroom and pay, in accordance to the CBA, if members have to move.
- Immediately install plexi-glass to the entire front desk.
- Meet with kitchen staff and implement structures to provide for more social distancing in the kitchen, whereby members can spread out while working in the kitchen and only allow a maximum of two employees to serve on the buffet line.
- If employees are taking their lunch break in their rooms provide for a 1-hour lunch break with 30 minutes of the hour paid as result of the time employees lose going and returning to their rooms.

We urge you to take our concerns and requests seriously and work with us to implement them as soon as possible. We do not want you as a company to look back on this time and say, “we should have done more.”

We look forward to the implementation of these requests and await your confirmation.

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer

CC: Clayton Herriot
Larry Zima
UFCW Communications (Michael)