



**your  
voice at work**

**Edmonton**

ph. (780) 452.0362  
fx. (780) 451.3099  
14040 128 Ave.  
Edmonton, AB  
T5L 4M8

**Calgary**

ph. (403) 291.1047  
fx. (403) 250.3412  
#100, 46 Hopewell Way N.E.  
Calgary, AB  
T3J 5H7

**Red Deer**

ph: 403.342.0150  
fx: 403.341.3810  
#1, 4646 Riverside Drive  
Red Deer, AB  
T4N 6Y5

**Lethbridge**

ph. (403) 328.4245  
fx. (403) 320.9288  
#104, 3305 18 Ave. N.  
Lethbridge, AB  
T1H 5S1

**Brooks**

ph. (403) 501.8486  
fx. (403) 501.5144  
P.O. Box 1148  
631 - A Sutherland Dr. E.  
Brooks, AB  
T1R 1B9

**Fort McMurray**

ph. (780) 743.4190  
fx. (780) 743.8312  
#205, 9914 Morrison St.  
Fort McMurray, AB  
T9H 4A4

**Toll Free.** 1.800.252.7975

**Dental:**

1.866.961.6147

**Dental (meats):**

1.800.667.2816

**Safeway PT Benefits:**

1.866.544.9686

**Superstore PT Benefits:**

1.866.342.3513

**Pension:**

1.888.811.7227

[www.ufcw401.ca](http://www.ufcw401.ca)  
[ufcw@ufcw401.ab.ca](mailto:ufcw@ufcw401.ab.ca)

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

April 27, 2020

VIA EMAIL: [dfarnell@bayshore.ca](mailto:dfarnell@bayshore.ca)

**Darren Farnell**  
**Bayshore HealthCare Ltd.**  
#106, 1212 31 Avenue NE  
Calgary AB T2E 7S8

Dear Mr. Farnell:

**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.

In providing healthcare for Albertans, our members provide a key and important service that must be respected, valued and protected, this has never been more vital than now with the nature of COVID-19.

As this situation continues to evolve, 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 unique challenges that COVID-19 has created. We ask for further details on any of your policies, requirements and communications that may have been changed to comply with operational and outbreak standards from AHS.

Further, please provide all details on any requirements for daily self checks requirements for employees or those clients they support in home care.

1. What provisions have you put in place for employee compensation and/or loss of scheduled hours due to limited services or should they be required to be sent home and forced to self-isolate?

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 clients they provide services for. We also understand that now is the time to take pro-active actions to ensure that, as the curve flattens, we work together to implement measures to safeguard employees and their clients now and should there be any suspected, probable or confirmed COVID-19 cases.

We ask that you turn your immediate attention to providing comprehensive responses to both our letters. We look forward to your responses by May 1, 2020.

Sincerely,



Thomas Hesse  
President



Richelle Stewart  
Secretary-Treasurer

cc. Nafisa Madhani – [nmadhani@bayshore.ca](mailto:nmadhani@bayshore.ca)  
Pablo Godoy  
Jason Parrell