UFCW local 401
A VOICE FOR WORKING ALBERTA

your voice at work

Edmonton
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14040 128 Ave.
Edmonton, AB
T5L 4M8

Calgary
ph. (403) 291.1047
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#100, 46 Hopewell Way N.E.
Calgary, AB
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Red Deer
ph: 403.342.0150
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#1, 4646 Riverside Drive
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Lethbridge
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#104, 3305 18 Ave. N.
Lethbridge, AB
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Brooks
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631 - A Sutherland Dr. E.
Brooks, AB
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Fort McMurray
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#205, 9914 Morrison St.
Fort McMurray, AB
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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

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

April 30, 2020

VIA EMAIL: roger.bockstael@loblaw.ca

Roger Bockstael
Labour Relations
Loblaws
2332 160th Street
Surrey, BC
V3S 9N6

Dear Roger,

RE: Confirmed Positive COVID-19 Case(s) in the Workplace

We are the voice and advocates of your employees as their bargaining agent. You have brought to our attention that there has been a confirmed case of COVID-19 in relation to 1590, a workplace operated by your company. We want to recognize the efficiency of your response thus far.

The COVID-19 pandemic is not expected to be a short-term challenge. We have an important role to play in providing representation, voice, and comfort to our members. We ask that you work with us on your response to this serious situation. For meaningful cooperation, transparency is key, and we believe it is in everyone's best interest to have a coordinated approach. Please provide the Union Labour Relations Officer assigned to your workplace the following:

1. Regular updates on how the COVID-19 case situation is being handled
2. Contact information for the Alberta Health Services personnel assigned to handle the matter
3. Copies of all communications circulated to union members, stakeholders, and the media, as well as any planned communication material of the same type.
4. We formally request an immediate Health and Safety meeting for the worksite. This meeting should cover employee concerns; outbreak mitigation and prevention measures; sanitization plans and strategies; and a full discussion on how to best deal with the situation. We request notice of this meeting to the Union Labour Relations Officer so that they may participate via conference call or video conference.

We are very concerned about the safety of our members. At this time, we request your urgent attention and response to the following questions:

1. What steps have been taken, or will be taken, to meet AHS Guidelines? Has your approach to COVID-19 been to exceed the AHS Guidelines or meet

them? Information on these Guidelines can be found at: https://www.albertahealthservices.ca/topics/Page16944.aspx. Please provide details of any extra steps you may have taken to ensure the protection and safety of our members?

2. Have you identified the possible community transmission path of this case?
- If so, have you notified those members who may have been in contact with the originally diagnosed person? Please provide us with the names of these members (not the person who originally contracted the virus).
- If you have not been able to determine the possible community transmission path, when would you be able to share this information with us?

3. Have you notified employees of their rights during this situation? Please provide the details of any such communications and how this was communicated to employees. An example of communications we are looking for include how you have explained the right to refuse unsafe work.

4. Have you identified how often the person who tested positive worked in the last 14 days and which department they worked in?

5. Have you or AHS requested that any other employees self-isolate or quarantine due to this confirmed case?
- If so, are they being compensated while they wait for other financial assistance that they may have access to?
- If a member has been exposed or becomes ill following a confirmed case, are you providing WCB forms and support?
    1. Has your organization contacted WCB regarding this confirmed COVID-19 case?
    2. Has an Employer's Report of accident been filed?
    3. Has a Physical Demands Analysis been sent with this report?

- Are these employees still covered by benefits during this time, and for all purposes under the Collective Agreement, is any absence related to COVID-19 to be considered time worked?

6. Will you be ceasing operations at the affected worksite?
- If so, for how long?
- If not, please indicate your reason(s) for not doing so.

7. Have you informed your employees of their access to any Employee Assistance Programs or similar plans since you became aware of this confirmed case?

We remind you that we are the legal bargaining agent of your employees, and we ask for your full cooperation on this matter. If the health and well-being of employees is not the top priority of employers, please understand that it is our view that employees should have every right to exercise their right to refuse unsafe work consistent with health and safety laws.

Furthermore, failure to comply with AHS Guidelines and Ministerial Orders under the *Public Health Act* could jeopardize your business. Such a circumstance could result in the shutdown of your business. Moreover, should there be a higher possibility of community transmission, employees may experience a paralyzing fear upon returning to the workplace. All of this impacts the present and future viability of your business and the livelihoods of our members. We take this very seriously, and we do not want this to happen.

The best way to mitigate these risks is to prioritize employee safety and to work together. In addition to the above, we ask that you take the following measures to ensure the safety of everyone, including the public:

1. Restricting flow in store 1590
2. Ensure adequate and proper PPE for all employees
3. Putting up signage
4. Ensuring employees have financial assistance if they are ill or isolating
5. Fully and strongly implementing AHS directives on social distancing and PPE
6. Require every customer to use a free cart to assist in social distancing

Please note that our union reserves our right to file grievances on all COVID-19 related matters, and given the nature of this unprecedented crisis, we continue to treat all time limits as though they are waived. Alternatively, please consider there to be an ongoing grievance commensurate with any egregious conduct.

Please do the right thing and help us keep our members safe.

Sincerely,

Thomas Hesse
President

Richelle Stewart
Secretary-Treasurer

CC: Chris Doenz
Michael Hughes
Stephen Reed
Ricardo de Menezes