



March 25, 2020

**\*\*Sent via email\*\***

Thomas Hesse  
President  
United Food and Commercial Workers, Local 401  
46 Hopewell Way NE #100  
Calgary, AB T3J 5H7, Canada  
[these@ufcw401.ab.ca](mailto:these@ufcw401.ab.ca)

Re: Response to COVID-19

Dear Thomas,

As you know, we are facing an unprecedented situation as COVID-19 continues to spread and are diligently following the guidance of public health experts to ensure the safety of our team members/your members.

Food Production has been identified by Government of Canada as a critical infrastructure industry. We have a special responsibility to maintain normal work schedules to ensure the global food supply. We recognize that transparency with our union partners is critical in meeting these ends. Accordingly, below are measures we have put into place:

- International travel is not allowed.
- Domestic travel is prohibited unless approved in advance by a business unit president.
- Team members returning from personal international travel must undergo a 14-day quarantine and pass an occupational health department check-up prior to returning to work.
- In the event an employee is placed on travel-related quarantine, they will be immediately eligible to paid leave for up to 14 day.
  - Employees must report to Health Services over the phone
- We have implemented measures to track all employees who are placed on quarantine.
- We have implemented enhanced sanitation procedures throughout our facilities.
- Non-JBS international visitors are prohibited from entering company locations.
- We are preparing grief and isolation counseling for employees who may need it.
- We have implemented programs where employees have access to Company products at cost.
- Our virtual doctor service, Babylon by Telus Health, is available to all team members completely free of charge.



- Employees who may be or are ill with a fever or respiratory infection are to stay home until they are symptom free for at least 24 hours, without the use of medication.
- Employees who test positive for COVID-19 will have access to to 14 days paid leave followed by our STD plan.
- In the near future, we will begin implementing temperature scanning protocols at our facility.

In an effort to help our team members who are at a higher risk, we are allowing employees age 70 or older, employees who are pregnant, and employees who currently being treated for cancer, to go on a voluntary leave of absence and receive Short Term Disability benefits during that period.

Finally, included with this letter, you will find a flyer that has been posted in our Beef, Pork, and Retail Ready facilities announcing an “Essential Team Member” bonus for our team members. This bonus is intended to show the Company’s appreciation for our team members’ hard work and dedication as we move forward supporting our communities and our nation. Finally, I understand that some employee and Union Representatives are confused or misinformed on the requirement to have perfect attendance to receive the bonus payment. To clarify, employees must be employed by the Company on the date of payment to receive a bonus, regardless of attendance. This is what we mean by being an employee in good standing.

This situation is continually changing and any or all of this may change due to this emergent situation. Baring all of that in mind, we plan to continue to communicate as our response to this global pandemic continues to develop. Together we will overcome these challenging times.

Best regards,

A handwritten signature in blue ink, appearing to read "Matthew J. Lovell".

Matthew J. Lovell, SHRM-SCP, SPHR  
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JBS USA  
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