

From: Chris Flett
Sent: April 15, 2020 12:53 PM
To: Chris O'Halloran
Cc: Sam Nuako; Mike Bourgeois; Laurie Matheson
Subject: Re: 2020.04.14 Letter to Chris Flett - IUOE

Hi Folks,

Here is my reply to the letter received.

1. What will you be doing to accommodate employees should they encounter childcare issues and cannot attend work?

We haven't had any concerns with any employees around this. We would work with the individual (and union Rep) should a situation arise. There is no blanket policy in place.

2. Will you pay their lost wages while they care for their children?

Our employees (your members) have a very generous CBA bargained on their behalf. The CBA provides for bereavement, sick days, personal days and vacation entitlements.

3. Will you cover their Health Benefits as well? Should someone have to choose between paying their rent or mortgage, buying food or paying for a prescription that may assist them in recovering from illness or living a healthy life?

All employees are participants in a group plan that has an hour bank. Employees with maximum hour bank are entitled to roughly 10-12 months of benefits (dependant on hour bank draw rate)

4. If employees are sick will you waive sick note requirements? Sick note requirement would be waived for "sick days". However if an employer were to apply for Weekly Indemnity Or Long Term Disability, Manulife will almost certainly still require notes.

5. Will you pay employees lost wages if they have symptoms or if they are diagnosed with COVID-19? All of our employees are entitled to sick days, WI (STD) and where necessary LTD benefits. In fact UFCW members earn Sick Days at Two X's the rate than the rest of the team.

6. Will you cover their healthcare costs and benefits if they are off due to illness? The difference between a quick recovery and a long lengthy illness may be the drugs that someone can afford to purchase.

Again, your members (our employees) are well looked after. They are entitled to a generous compensation package.

I want to assure you We have taken this matter extremely serious. We have significant portion of the workforce working remotely.

We have increased cleaning frequency and intensity. We have doubled our hand sanitizers. We have closed our offices to the entire public. We have brought in single use dishes, cups and utensils.

We continue to monitor the situation based on the best information provided. We will continue to adjust measures as best practices evolve.

I hope this helps to explain the measures taken and comforts your group that our employees are well taken care of.

Should you have any questions or concerns feel free to give me a call on my cell 7807155563

In Solidarity,

Chris Flett
Business Manager
IUOE Local 955