

April 30, 2020

Ms. Richelle Stewart
Secretary Treasurer
Mr. Chris O'Halloran
Director of Bargaining
UFCW Local 401
Edmonton, Alberta

Via Email to Richelle & Chris

Dear Richelle and Chris,

Further to your letter of April 30, 2020 concerning the Positive Testing in two of our Superstores in Calgary – [REDACTED] **1590 East Village**, please note the following:

- 1) Both cases involved a single employee;
- 2) Employee information and relevant details are as follows:

[REDACTED]

b) Store 1590

- i. A Positive test was confirmed and involved 1 colleague;
- ii. [REDACTED];
- iii. The colleague is self-isolating;
- iv. This store is not yet open to the public;
- v. Symptoms developed April [REDACTED];
- vi. Tested positive April [REDACTED];
- vii. Was wearing a mask on site;
- viii. [REDACTED].

- 3) These colleagues are eligible for our Pay Protection Plan,
- 4) In both instances, we have and are conducting huddles with all available colleagues advising of the protocols which we would be following as a business;

- 5) My text messages and subsequent emails to you both advised the union of these cases and provided essential initial details,
- 6) Our Medical services Department and the Health Authority have determined that there is no one else to direct to self-isolate as tracing is not possible given timing;
- 7) As is the case in all occasions where we have a positive test result, our medical department works in very close conjunction with the health authority and we follow all the direction and guidance that they provide to us,
- 8) Our current practice is to deep clean and sanitize the store after receiving a positive test result. The work is carried out when the store is closed and is conducted by a 3rd party service provider. In both of these cases, a deep cleaning is not required given the timing of last day at store and subsequent positive testing,
- 9) We continue to remind colleagues to continue to self-monitor, practice social distancing and personal hygiene protocols,
- 10) As always, colleagues that feel uncomfortable to continue working can leave their store and some may opt to go on voluntary leave.
- 11) Since the onset of this pandemic, the Company has provided the Union with multiple updates in the form of emails and phone calls, in some cases photos of the various safety precautionary measures and improvements made in our stores,
- 12) Our manner of communication to the Union on each case has been immediate and the details of the communication being consistent from store to store.

Should there be any further positive cases, we will continue with our current practice of notification via telephone, text, and/or a detailed email.

I am working from home and do not have printing or scanning options. I am therefore unable to print, sign, and scan this letter to you.

Should any of the current practices or procedures as indicated in the steps outlined above be amended, we will advise.

Sincerely,

Roger Bockstael
Senior Director Labour Relations
Loblaw Companies Limited
Phone – 778-227-7050