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

April 28, 2023

**Via Email**

**The Honourable Danielle Smith  
Premier of Alberta**

Executive Branch  
307 Legislature Building  
10800 – 97 Avenue  
Edmonton, Alberta  
T2K 2B6

Dear Premier Danielle Smith

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We are writing to you on behalf of the Civeo members of the United Food and Commercial Workers Union Local 401. We represent the workers who provide food and housekeeping services to northern Alberta's oil and gas workers. The workers at Civeo are facing a severe threat to their livelihoods and rights as workers, and we urgently need your support.

As you may be aware, Civeo plans to terminate hundreds of workers at the Wapasu Creek Lodge by May 1st, 2023. The move to terminate its workers blatantly violates our collective agreement, which is in effect until December 31st, 2023. Civeo is also breaking its contracts with several First Nations communities, who have partnered with the company to provide employment opportunities for their members.

When Civeo breaks its contractual obligations, they harm the integrity of the oil and gas industry by association.

Civeo claims it is facing financial difficulties due to the decline in oil prices and the COVID-19 pandemic. However, we believe that this is a pretext for cutting costs and undermining our union. In November 2022, Civeo demanded that we accept pay cuts ranging from \$3.75 to \$6.80 per hour and reductions in benefits, pensions, and severance pay. We rejected this proposal by a 90% vote, as we felt it was unfair and disrespectful.

We are not asking for more than what we deserve. We are asking for respect and dignity. We are asking for our contracts to be honoured. We are asking for our rights to be protected.

We are calling on you, as the leader of the Conservative Party and the Premier of Alberta, to intervene in this matter and support our application for interim relief at the Labour Relations Board. We also ask you to implement common employer language and successorship rights in Alberta's labour legislation, like those in British Columbia. These measures would ensure workers' rights are not eroded when employers change or merge.

We believe these actions are in the best interest of workers, the oil and gas industry, and the province. As a Conservative, you have championed the development of Alberta's natural resources and the creation of high-paying jobs in the oilsands. You have also recognized the importance of environmental stewardship and reconciliation with First Nations.

However, these goals are at risk if workers' rights are not respected. Without decent wages, benefits, and job security, workers cannot support their families and communities. Without fair contracts and partnerships, First Nations will not be able to benefit from economic development and social inclusion. Without a stable and skilled workforce, the oil and gas industry cannot operate safely and efficiently.

We urge you to act now and prevent Civeo from destroying hundreds of jobs and violating workers' rights. We urge you to stand with us and show your commitment to Alberta's workers, First Nations, and natural resources.

Sincerely,



**CHRIS O'HALLORAN**  
Executive Director  
UFCW Local 401