



To All Members of Local 43

Brothers and Sisters.

After receiving calls from some members, I am sending this memo to the membership to help clarify the communication sent out by Assistant to the President Chris MacDonald and Assistant to the Quebec Director John Calouri on the evolving COVID-19 pandemic. The memo I am referencing can be found at

http://www.unifor43.org/bulletindocs/Members_entering_customer_premises.pdf

To be clear, if as an individual after you have done all the work you can from outside but you do not feel safe going into a customer's home or business you will need to call management and communicate that with them. The manager at that point must address the concern, which may include having another employee finish any work required in the home or business. The company feels that this should be achievable via their new Assisted Self Install / repair process, which by design puts the inside work in the hands of the customer. This will still likely have times where entry is required. It is the position of the National Union that "given all that is happening in the world that entering the home should be done on a volunteer basis only".

We continue to work with the Bell Family of Companies to ensure our members are provided a safe working environment and continue to have a reliable source of income during the COVID-19 pandemic.

Should you find yourself in any type of conflict with management regarding your decision to not enter into a customer premises, please contact your Local Union Representative and your Health and Safety Representative. They will be available to support you with your decision. It is our hope that we can avoid a work refusal, but are fully prepared to do so with the full support and backing of Unifor.

If you are unsure of your rights or you have any questions please contact your Local Union Representative and or Health and Safety Representative and we will provide you with answers as quickly as we can, understanding that the current landscape has been consistently in flux with changes being communicated weekly, daily and sometimes hourly by the government and its regulatory bodies as well from our employers.

Be Safe!

In Solidarity

Shawn Cowan

President Unifor Local 43