

Sobeys Forest Lawn Garden Market and UFCW Local No. 401 Bargaining Update

Attention Union Members

As you are aware your Union committee met with your Employer for the purposes of continuing negotiations to your collective agreement on **December 8/9 2010**.

At the conclusion of those meetings the Employer advised that they were proceeding without their Chief Spokesperson, a lawyer who had conducted their bargaining from the beginning of the process, effectively, she would be fired.

They advised that for the remainder of negotiations, **Armin Pyde**, Director of Labour Relations, would be the new spokesperson.

Your committee is unsure how to take the announcement from the Employer. Most of us felt as though the process had been becoming more and more difficult as we headed closer to money matters, and although we are trying to remain optimistic, only time will tell if this move will benefit the process. And only time will tell if the Employer, in light of their decision to switch negotiators in the middle of the process, will continue to hold to their concessionary bargaining positions or if they will adopt a new approach.

Our fear is that there will be no substantial change in attitude and that this process will ultimately be driven towards a dispute. We hope we are wrong.

We have confirmed bargaining dates scheduled for **February 10/11, and March 14/15, 2011** where we expect to be in the heart of money matters. Watch for updates on your board or on our website (www.gounion.ca), and as always call Joe with questions.

Your Bargaining Committee