



## New Safeway Contract Ratified

Canada Safeway UFCW 401 Members have concluded voting on the company offer and have accepted the terms for a new Collective Agreement. UFCW 401 members employed in the Meat, Delicatessen, & Fish Departments voted 96% in favour on the memorandum, while 94% of the Retail members accepted the offer.

It was because of you, the members, providing your Bargaining Committee with a strong strike mandate that your Union was able to achieve the improvements from Safeway's previous offer that formed this recommended settlement.

Highlights of the new Collective agreement are;

\*top rated employees will receive wage increases ranging from **\$1.50 to \$4.65 per hour** (depending on classification) over the next 21 months resulting in top rated full-time UFCW 401 members receiving anywhere from **\$7500.00 to over \$22,000.00** additional dollars pay over the term of the Collective Agreement!

\*retro pay for "top rated" employees of \$0.80 on all hours paid from expiration with no maximum amount (top rated employee who worked 40 hours each week from when the contract expired to ratification would receive over \$2000.00)

\*retro pay for "in scale" employees of \$0.50 on all hours paid from expiration with no maximum amount.

**\*additional wages for members in Banff, Canmore, Fort McMurray and Grande Prairie.**

\*increases to long term disability benefits.

- \*increase to dental contributions (retail plan).
- \*increase to pension contributions.
- \*increase to vision care benefits (company plan).
- \*stronger Union representation rights for UFCW 401 employees including new employee orientation.
- \*new protection for members speaking on issues of food safety.
- \*increases to wages when working outside of classifications (retail only).
- \*language to allow vacations midweek to midweek.

The new Collective Agreement takes effect June 10, 2011 with the new wage rates starting on Sunday June 12, 2011. The contract is 33 months going forward and will expire on March 22, 2014.

Although we were not successful in achieving all of our bargaining goals, your Union is proud of the new Collective Agreement, which continues to be a leader in wages, benefits and members rights in North America!

Remember you the membership are the Union, without your strong support we would not be able to achieve positive changes in your Collective Agreement with Canada Safeway.

Once again congratulations to your Union Bargaining Committee and the hard working Union members at Canada Safeway.