

## Sobeys Forest Lawn and UFCW401 Bargaining Update

Attention Union Members

On March 14 and 15<sup>th</sup> your Union Bargaining Committee met with your Employer to continue negotiations for your collective agreement. You may remember from our last update that we are having many problems with the Employer committee and with the time and attention they pay to the process.

### **Our Frustration continues to build!**

It goes without saying that in order to conclude a Collective Agreement, we would need to meet with your Employer face to face. In fact, in any set of negotiations that would be the case.

We told you last time about the difficulties we were having getting the Employer to dedicate their time to the process, more specifically their Chief Spokesperson. Well this round of bargaining didn't go any better. The first day of bargaining saw us **not** meet with the Company until after 1:30, and we met for less than an hour. The Company spokesperson told us he had other commitments and therefore would be unable to meet later.

He then told us that the next day he would be unable to meet before 10 am due to other commitments.

We met for an hour and a half on a benefits presentation, and then for only a half an hour in the afternoon. He told us again that he had other commitments.

**We saw the Company for a grand total of about three (3) hours over two (2) days!!**

**It appears that the Company's Chief Spokesperson is simply too busy to bargain with us.**

How are we expected to get a deal when your Employer's Chief Spokesperson will only give us this small amount of time?? Ask yourself; is this the behaviour of an Employer who wants to get a "fair and reasonable Collective Agreement"? Is this an Employer who takes this process and their employees' rights seriously?? Is this an Employer willing to dedicate their time and resources to the bargaining process as we have?? We don't think so either.

### **Employer Concessions still on the table!**

**In addition to their conspicuous behaviour, the Company continues to maintain their proposals to take items in your collective agreement away from you!**

They continue to want concessions in the areas of **Sunday work, Basic Workweek, Funeral leave, Clerk's Work Clause and ATO** as well as in other areas. They have told us that there will be no improvements to benefits unless employees move to a plan which could cost you as much as \$1400 per year. They continue to hold to a ridiculous **seven (7) year contract position and have yet to provide us with a wage offer.**

Does this sound like an Employer who is eager to reach a fair and reasonable Collective Agreement as they have said?

Do you really believe that the Union's Chief Spokesperson is the problem as the Company would have you believe??

Your Union Committee doesn't believe that the Employer is taking the bargaining process and your contract seriously and we are fed up.

We have decided that it is time for action. It is time to escalate this process to the next level and to send a message to your Employer that they will take your rights and demands seriously.

We feel as though we have no choice. The Company refuses to send someone competent to the bargaining table in order to bring this process to a conclusion, despite our requests. They continue to send an individual who doesn't take the process, and in our opinion, the employees very seriously.

After a year of bargaining, it is time for us to take the process to the next level under the law.

Watch for updates on the bulletin board or on the website, and as always, a call Joe with your concerns or questions.

We have asked your Employer for their available dates for bargaining, but as of the date of this posting, they have not even provided us with that.

Your Union Bargaining Committee