

## Sobeys Forest Lawn and UFCW401 Bargaining Update

Attention Union Members

### Mediation Looming May 13, 2011

As you may recall from our last bargaining update, your Committee had reached a point of complete frustration and felt as though we needed to escalate the bargaining process to its next level.

The Union bargaining committee applied for Government Assisted Mediation. Mediation, simply put, is a process which is provided by the Government, meant to help the parties get closer to, or to achieve a Collective Agreement. Essentially a Mediator joins the bargaining process and attempts to get the process back on track.

Mediation is also a **mandatory process** under the Labour Relations Code that the parties **must** engage in prior to being eligible for a **Lockout or Strike Vote**.

Essentially we are not legally entitled to conduct a **Strike Vote**, much less go out on **Strike**, prior to the Mediation process.

At this point Mediation is scheduled for **Friday May 13, 2011** in Calgary. While your committee remains cautiously optimistic that we will be able to reach a memorandum of agreement for you to vote on, we also recognize that if the Employer continues to hold to its many **“concessionary proposals”** currently on the table, it is possible that we may instead be coming to you for a **Strike** mandate.

We have sent your Employer a very clear message throughout this set of bargaining that you, their employees, will not settle for rollbacks in your Collective Agreement. The Employer however doesn't seem to be getting the message. Instead, they insist on sending a spokesperson to the table that continues to stumble through the motions. Someone who looks confused and out of sorts, at times refusing to answer our questions directly and repeatedly insulting the bargaining committee with his comments. Also, it seems he would have us believe that he is far too busy to be involved in negotiations at all!

Will Mediation finally get the Company's attention? Will **Sobeys** send someone else, perhaps less “important” but with more time to dedicate to this very important process? Will they finally take you and your bargaining committee seriously, or will they continue down the path that they have chosen? We shall see. So far there has been no real indication from them that they are even the least bit concerned about where this seems to be headed.

Soon however, we think that they will have no choice but to be concerned. We should all be.

**Watch for Mediation updates on the Board or at [www.gounion.ca](http://www.gounion.ca) and watch for “Strike Alert” pins which will be distributed by the Union for you to wear to work.**

