

Sobeys Capital Inc. Operating as Forest Lawn Garden Market IGA

And UFCW Local no. 401 Negotiations

Bargaining Update for Unionized employees of Forest Lawn

Your Union bargaining committee met with your Employer to continue negotiations on Nov 3 and 4, 2010. Bargaining for the most part went well on Nov 3; Nov 4th was a far different story.

The Employer as you recall, put a posting up in the store stating that the Forest Lawn store had some of the highest labour costs and lowest sales of any of their stores in the Calgary region. We put up our own posting in response stating that the Employer had not provided any documentation to support this position at the bargaining table.

The Employer came to bargaining claiming that they wanted to provide the sales information for your store, for the past 3 years, but didn't offer to provide the information of all the other non-union stores for us to compare this information to. Also, your store information would only be provided on the condition that the Union sign a very restrictive confidentiality agreement, which bound us from sharing the information.

What that means is that once we got the information, we would not even be able to share this insufficient information with you or the Bargaining Committee, the very people it affects. And in the event that the information gets stolen or otherwise goes missing while in our care, your Employer could sue the Union for damages.

What we told your Employer in response is that if they wanted to bring financial documentation to support their bargaining position then, in the spirit of being open and honest and their duty to bargain in good faith, they should simply bring that information to the table. We would in turn share that information with you. **They refused.**

Bargaining didn't go well from that point.

Throughout bargaining you have heard that we are becoming increasingly concerned with the Employer's conduct and are quickly losing our ability to trust them. They have repeatedly conducted themselves in a questionable manner. Missing words from documents and retreating from previous positions to mention a few. But this latest act is by far the strangest. The Employer is the one that opened the door on this issue and now they are refusing to bring information forward to support that position, in the context of bargaining in good faith, unless we agree to some complex legal document.

We have further bargaining scheduled for December 8 & 9, 2010. We hope that the Employer will come to its senses by that time and bring any and all relevant information necessary to support their position and for the parties to continue to work towards a collective agreement.

