

UFCW Local No. 401

Bargaining Update for Unionized employees of the Forest Lawn store

Attention Union member;

Recently your Employer posted their version of a bargaining update in your store. We have asked the store manager Kevin Kam, for a copy of this document, but to date he has refused to provide us with one.

In any event we believe that it is necessary to respond to the points made by the Employer in their update.

The Company fails to mention a number of things in their update, such as telling you that their original proposal document contained a series of **concessions or takeaways**.

The Company has mentioned in its update that it has offered a number of available dates to continue negotiations in October. However, what they don't say is that we offered many of the same dates to them three (3) months prior and they refused.

The Company has suggested that it has provided the Union with an overview on the financial status of the Forest Lawn store. This statement does not paint the entire picture, in fact the Company has provided no documentation to the Union to support its claims that it is operating at a loss or any documents to support their financial position at all.

The Company mentions that the parties had an agreement to settle non-monetary items first, which is true, yet at the bargaining table they have repeatedly attempted to jump ahead into monetary items while a number of non-monetary items remained unresolved.

The Company mentions that it is looking for a long term cost competitive Collective Agreement. Their original proposal asked for six (6) years. What they don't say is that they are **now** looking for a Seven (7) year agreement, which is a concession over their original proposal and further identifies our concerns with their "ever-changing" horizon. They also don't say who the Collective Agreement needs to compete with.

And finally the Company points out that your store has some of the highest wage costs of any Sobeys store in Calgary. We appreciate the Company pointing this out for us as we are very proud of this fact and you should be too. **Quite simply it is because you have a Union and a Collective Agreement.** The Company is not able to roll back your wages and benefits at their whim. You are protected, unlike those who have no Collective Agreement and no Union.

Your Union is dedicated to fighting off your Employer's attempts at concessions and hope to ultimately bring you a negotiated settlement which you can be comfortable accepting.

If we are not successful, we will be coming to you for your direction as to which way the process will ultimately go. In any event, and because you have a Union, you will have your say.

As for upcoming bargaining, unfortunately the Union was forced to cancel the scheduled dates for October 5/6 due to unforeseen circumstances. The Company responded by cancelling our bargaining dates for November. Now the parties have no dates until December but the Union will attempt to get earlier and additional dates from the Company. We will keep you posted.

If you have any questions of bargaining, please contact your Union Rep Joe Attwood.

In Solidarity,

Your Union Bargaining Committee.