

## Sobeys Forest Lawn and UFCW Local 401 Bargaining Update

September 20, 2011

Your Union has been trying in earnest to achieve a fair and reasonable collective agreement on your behalf. The following is an update of our most recent attempts.

- Your Union and the Company met for mediation starting May 13 and again June 17, 28, July 6, September 6 and we are scheduled to meet again on September 26th.
- July 7th, the Alberta Labour Relations Board conducted a decertification vote with a sealed ballot.
- Your Union filed a complaint at the Alberta Labour Relations Board June 20, 21 that the company is bargaining in bad faith by delaying bargaining when it changed spokespersons and failed to provide authorized representatives at bargaining with the authority to conclude and sign a collective agreement; and interfered with the trade union's representation of its members by failing to bargain in a timely fashion resulting in members viewing the Union as ineffective which resulted in two revocation applications.
- September 8th, the applications for decertification were withdrawn by the applicants and this was confirmed by the board September 14th.
- June 3rd, employees rejected a Company "final offer" by 98% in Meat and Deli and by 97% in Retail.
- August 24th, employees voted in favour of strike action by 74% in Meat and Deli and 73% in Retail.
- September 9th, employees rejected the Companies second "final offer" by 96% in Meat and Deli and 88% in Retail.
- Results of negotiations on September 26th, will be communicated to you in person as usual by your Union representatives and you will be kept up to date as the situation develops.
- Any questions or concerns can be directed to your Union representative Joe Attwood at 403-291-1047.