



September 3, 2009

Edmonton Distribution Centre & Lucerne Ice Cream Employees

**Edmonton Office**

14040 128 Ave.  
Edmonton AB T5L 4M8  
ph: 780.452.0362  
toll free: 1.800.252.7975  
fx: 780.451.3099

**Calgary North Office**

#102, 2635 37 Ave. N.E.  
Calgary, AB T1Y 5Z6  
ph: 403.291.1047  
(Out of town members call collect)  
fx: 403.250.3412

**Calgary South Office**

#237, 3700 78 Ave. S.E.  
Calgary, AB T2C 2L8  
ph: 403.279.0341  
(Out of town members call collect)  
fx: 403.279.1835

**Lethbridge Office**

1510 2nd Ave. S.  
Lethbridge, AB T1J 0G1  
ph: 403.328.4245  
fx: 403.320.9288

**Brooks Office**

P.O. Box 1148  
631 - A Sutherland Dr. E.  
Brooks, AB T1R 1B9  
ph: 403.501.8486  
fx: 403.501.5144

pension:  
#101, 2635 - 37th Ave. N.E.  
Calgary, AB T1Y 5Z6  
1.888.811.7227

dental:  
1.800.252.7975

website:  
[www.ufcw401.ca](http://www.ufcw401.ca)

e-mail:  
[ufcw@ufcw401.ab.ca](mailto:ufcw@ufcw401.ab.ca)

As your President, I get paid to give advice based on sound reasoning, history of Canada Safeway and facts.

At the meeting there was abuse given to members of the negotiating committee who volunteer their time and energy to represent you at negotiations. While I accept your criticism by a few upset union members and that is my job. Some of you went overboard with comments you made and the few of you who made these inappropriate comments should apologize to your rank and file negotiating committee when you see them in the workplace. They do not deserve this treatment.

I as President accept full responsibility for recommending the settlement offer from Canada Safeway. I believe it is the best offer we could achieve without going on strike.

I believe it will be a long strike that will put the survival of the Edmonton Distribution Centre in doubt.

At the meeting on Wednesday, you have sent a strong message to Canada Safeway by the EDC rejecting the offer by 71% and Ice Cream by 76%.

I believe we are making a mistake by going on strike. However, you have made a democratic decision which I now support. Now that we have chosen this direction, we must pull together. We have served the company with strike notice and they have served us with lockout notice for 6:00 a.m. on Monday, September the 7<sup>th</sup>.

Employees working at the main centre and Lucerne Ice Cream should report to the Union office at 5:30 a.m. on Monday, September 7<sup>th</sup>. As there is no parking at the plant we will have a shuttle service. Frozen should report to your warehouse where there is parking. Picketing will commence at 6:00 a.m. Afternoon shift should report at 1:30 p.m. and evening shift at 9:30 p.m. to these areas.





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You should dress appropriate for weather conditions. If you cross the legal picket line you will be known for the rest of your life as SCABS who sold out their fellow workers and you could be subject to discipline and fines under the Union Constitution. We must stick together and be strong in order to have a chance of getting a better deal. I see no reason why anyone should work overtime over the next 72 hours. We should not make it easy for Canada Safeway to move product. You should do your normal job no more. We will be handing out strike registration forms and will be looking for picket captains.

There will be no drinking of alcohol on the picket line and if you show up under the influence you will be sent home without receiving strike pay for that day. We must picket within the laws of Alberta when walking the picket line.

Strike pay for the first 3 weeks will be \$8.00 per hour and commencing the fourth week \$10.00 per hour. Full time employees can picket up to 60 hours a week in order to try and make up for loss wages. You cannot make more money on strike than you were making at work; ie: if your take home pay was \$500.00 a week you can't make \$510.00. If you are part time and making \$200.00 a week you can't make more money on the picket line than \$200.00.

You don't have to cross the picket line you can get another job if you don't want to picket or you can stay at home. Please don't harm your fellow workers on the picket line by going into work once the strike commences.

Sincerely,

Douglas O'Halloran  
President  
UFCW Local 401

/mld

