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Superstore PT Benefits:
1.866.342.3513

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1.888.811.7227

www.ufcw401.ca
ufcw@ufcw401.ab.ca



January 13, 2017

*Via Fax, E-mail & Registered Mail
(403) 730-3306*

Sobeys West Inc. – Safeway Operations
1020 64th Avenue NE
Calgary AB T2E 7V8

Attention: Sean Naldrett

Dear Mr. Naldrett:

Re: Notice to Commence Negotiations with Sobeys West Inc. – (Safeway & Sobeys Stores Province Wide)

Please consider this letter to constitute notice to commence collective bargaining for all employees of the employer working at their Safeway and Sobeys stores in Alberta. This notice is for the purposes of all Collective Agreements as between the employer and UFCW Local 401 covering, but not limited to, both "Retail" and "Meat & Deli" Agreements. Obviously we do not assert bargaining rights for employees currently embraced by Collective Agreements as between the employer and UFCW Local 1118.

While we appreciate that we have not yet asserted our bargaining rights for employees at Sobeys stores, we have simply waited for this propitious and sensible time. We have also waited for a time when it has become clear that the two businesses have become one. Conventional grocery stores of the nature owned and operated by Sobeys in the province of Alberta are obviously intended to be unionised insofar as the joining together of Safeway and Sobeys stores into one business could not have reasonably been intended to create a circumstance where the same business could be split into two with respect to representation. Safeway has been a union business for decades. It has been both in fact and in the perception of Albertans. Safeway is now Sobeys; and Sobeys is now Safeway. They now sell the same products in the same store formats in the same intersection in the retail food matrix.

At the bargaining table, we will provide the employer with further particulars with respect to our vision as to how this representational transition can fairly take place for the company, our union, and the employees at Sobeys stores.

The Collective Agreements, our rights pursuant to certifications, and voluntary recognition agreements, and the circumstance, history, culture, and tradition of labour relations as between Safeway and Local 401 were clearly accepted by Sobeys in their purchase of Canada Safeway wherein they knew that their obligation would be to operate their Sobeys stores in a unionised format and ultimately to negotiate with Local 401. This is especially true as the two enterprises have now clearly become one.

Indeed, the Collective Agreements in their very first Articles bind Sobeys West with respect to Local 401's right to represent all employees *employed in the stores owned and/or operated by the employer*. The employer is delineated at the outset of the Agreement as "Sobeys West Inc."

Candidly, the weight of the intentions and the history of the relationship between Safeway and the UFCW was such that no one could reasonably expect that any grocery stores in

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Alberta that joined, or acted in unity of enterprise or economic purpose, or became one as a business with Safeway would ever be intended to operate without union representation.

In the alternative, and on a without prejudice basis, there needs to be a real substantive discussion at the bargaining table to develop a fair mechanism that ensures that Sobeys store employees are given fair and proper access to collective bargaining.

For the purposes of collective bargaining I am the union's spokesperson. I will be accompanied by Senior Labour Relations Officers Laura Lowrie and April Albrecht. Please direct all correspondence to all three of us. Our email addresses are as follows: these@ufcw401.ab.ca; llowrie@ufcw401.ab.ca; aalbrecht@ufcw401.ab.ca. Our additional contact information is already well known to the employer.

Pursuant to the Code, I have the authority to bargain collectively, conclude a Collective Agreement and sign a Collective Agreement. My title is Executive Director of Labour Relations.

President O'Halloran and/or Secretary Treasurer Theresa McLaren may join us in bargaining at any time and they are also authorised to bargain, conclude, and sign Collective Agreements.

As is the union's practice, our bargaining committee will consist of members who we will appoint. We will advise you when they have been appointed.

We will be following up with you to request that you provide certain important information for the purposes of collective bargaining. We look forward to your cooperation in that regard.

Sean, I enjoyed having had the opportunity to speak with you in San Diego. I found you to be affable and to have a positive disposition and I hope you will find a moment to call me soon to get this process going through a discussion of format and workable timeframes. I should note that is our desire to conduct bargaining concurrently with UFCW Local 1118. I have discussed this with them and they are of the same viewpoint.

Yours truly,

Thomas Hesse
Executive Director of Labour Relations
UFCW Local 401 – Calgary

TH/as

cc: Doug O'Halloran, President, UFCW Local 401
Theresa McLaren, Secretary-Treasurer, UFCW Local 401
Richelle Stewart, Northern Director, UFCW Local 401
Loren Keister, Southern Director, UFCW Local 401
Rob Hellenius, Director of Communications, Education, Organizing, UFCW Local 401
UFCW Local 401 Senior Labour Relations Officers