



Peter Frost – President

Devin Yeager – Secretary Treasurer

Michael P. Hughes – Director

Sobeys West Inc. (Safeway Operations)
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Calgary, Alberta
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Email: Sean.Naldrett@Sobeys.com

BY FAX AND EMAIL
13 January 2017

ATTN: Mr. Sean Naldrett

Dear Mr. Naldrett:

RE: Notice to Commence Collective Bargaining

Consistent with Article 25 of the current Collective Agreement and pursuant to Section 59(2) of the Alberta *Labour Relations Code*, please accept this letter as the Union's written notice to commence collective bargaining and to negotiate a revision of the Collective Agreement.

Representatives for Collective Bargaining

For the purposes of collective bargaining, I am the Union's spokesperson. I am based out of our Edmonton Office, contact information for which is contained in this letterhead.

In addition to the above, the Union advises that the following individuals also have the authority to (1) bargain collectively; (2) conclude a collective agreement; and (3) sign a collective agreement on behalf of the Union:

1. Peter Frost, President, Suite 1, 4646 Riverside Drive, Red Deer, AB T4N 6Y5
2. Devin Yeager, Secretary Treasurer, Suite 1, 4646 Riverside Drive, Red Deer, AB T4N 6Y5

President Frost and/or Secretary Treasurer Yeager may join us in collective bargaining at any time; union representatives and other Union staff members may also join us. Our bargaining committee will be comprised of members appointed by the Union. We will advise of the size and composition of our committee in due course.

We anticipate that changes and/or additions may be made with respect to the bargaining committee, and consistent with Section 61(5) of the *Code*, the Union will advise the Employer of any such changes.

Alteration of Terms of Employment

While we are aware of your familiarity with the collective bargaining process, we would ask that the Employer pay particular attention to Article 25 of the Collective Agreement and Section 147 of the *Code*, which contain provisions prohibiting the alteration of terms of employment following the service of a notice to commence collective bargaining.

Request for Information

The Union hereby requests that the Employer provide to the Union the following updated information in relation to all members of the bargaining unit:

- Names, addresses, phone numbers, and any other contact information (i.e. email addresses) for all employees in the UFCW Local 1118 bargaining unit;
- Copies of all policies and procedures, and any other documents that may pertain to terms and conditions of employment with the Employer;
- Classifications and rates of pay for all members of the bargaining unit; and
- A summary of the benefit matrix provided to all employees of the bargaining unit; that is, all benefits available to or received by all employees and the full texts and summaries of any and all such benefit plans.

Concurrent Bargaining with UFCW Local 401

Please be advised that it is our desire to conduct collective bargaining concurrently with UFCW Local 401.

We would respectfully suggest a tripartite discussion on meetings and timeframes by conference call, which we would be pleased to facilitate.

With sincerity and regards,



Michael P. Hughes
Director, UFCW Local 1118

cc: Peter Frost, President UFCW Local 1118
Devin Yeager, Secretary Treasurer, UFCW Local 1118
Union Representatives
Tom Hesse, Executive Director of Labour Relations, UFCW Local 401
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