



URGENT SURVEY!

PREPARING FOR A STRIKE AT SAFEWAY IN ALBERTA

As we continue the negotiations process with Sobeys, our union bargaining committee is increasingly convinced that **UFCW Local 401 members working at Alberta Safeway stores should prepare for a potential strike with Sobeys.**

We don't believe a strike will happen before Christmas, but we must be prepared, especially as our bargaining discussions with the company move on to more difficult topics.

In spite of recent news celebrating Sobeys' economic success and other expensive and high-profile marketing gimmicks, we expect the company to dig in even more than they have when it comes to how they treat their Safeway employees. **We will need to be strong.**

We are going to be talking about the issues, the likelihood of a strike, and other strategic matters soon. There will not necessarily be a strike, but if Sobeys is not prepared to negotiate a fair transition to a new employee compensation system as their business and the industry changes, we will have little choice but to stand up and fight back.

If there is a dispute, there will be picket lines in front of all Sobeys-owned stores across the province. That includes Safeway and Sobeys stores.

Strike Benefit Needs Assessment

Some of the important work we're doing to prepare for a possible dispute is to assess the financial needs of picketers. If there's a strike, people will need to meet their basic financial needs. One of our jobs is to offer you financial support during such times.

Recently, we have formed a Safeway Strike Benefit Committee comprised of Safeway employees to help determine what a fair strike benefit (i.e. picket pay) might be. That committee has asked for current information from our Safeway membership to **help inform their discussions** and assist them in making their recommendations.

Our Strike Benefit Committee can only make informed decisions when they have the best information available. We know it's not going to be perfect information, but we're just asking for your most sincere responses about how you feel right now.

Please complete this survey, returning it to your Union Labour Relations Officer, Shop Steward, or Union Office by no later than October 31, 2019.

This survey can also be completed online at <http://gounion.ca/strikeprep>

STRIKE BENEFIT NEEDS ASSESSMENT SURVEY

First Name		Last Name	
Store Number		Employee Number	
Email Address		Phone Number	
Current rate of pay		Number of dependents (people who rely on you economically), if any	

Will you strike?

1. Are you prepared to vote to go on strike to send Sobeys a message if necessary?	YES	NO
2. Are you prepared to actually strike ?	YES	NO
3. If Safeway employees vote to strike and a strike is called, what will you do? (choose one option on the right) <i>Remember, crossing a picket line is a betrayal of your coworkers and is not an option. Those who do could face serious legal consequences, and Sobeys cannot promise you any form of amnesty if you cross a picket line.</i>	<input type="radio"/> Join your coworkers on a legal picket line <input type="radio"/> Join your coworkers on a legal picket line and get another job <input type="radio"/> Stay home until the strike is over <input type="radio"/> Quit and/or get another job	

4. How many hours per week are you prepared to walk on the picket line?	
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What's Fair?

Strike benefits are tax free, and those who receive them by picketing will not have to pay back any strike benefits. Also, during a strike, union dues are not deducted. **Considering this, we want to know what you think would be a fair amount of strike benefit...**

What do you think a fair strike benefit should be FOR FULL-TIME EMPLOYEES? <i>(i.e. hourly amount? flat weekly rate? some other calculation?)</i>	
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What do you think a fair strike benefit should be FOR PART-TIME EMPLOYEES? <i>(i.e. hourly amount? flat weekly rate? some other calculation?)</i>	
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Third-party?

Deciding to strike is never easy.
There are alternatives, including having a third-party (i.e. an arbitrator) decide on our differences with Sobeys. In these circumstances, you would not have to picket or go on strike, but you may not like the contract you get and would not get to vote on it -- even though it would be binding.
At this point, we're just looking for your feedback on this option.

Are you in favour of submitting your workplace issues to binding arbitration (i.e. a third-party appointed to decide on the issues) and foregoing your right to strike at this time?	YES	NO
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