



UPDATE

SUPERSTORE NEGOTIATIONS

FIGHTING THIS TOGETHER
Heroically dealing with the unprecedented challenges

March 18, 2020



Your work is crucial to the daily lives of your fellow Albertans, and for that, we are grateful beyond words.

Bargaining dates and a new rotational bargaining team members structure to be introduced soon.

UFCW Local 401 Superstore members are heroically dealing with the unprecedented challenges of being on the frontlines of the COVID-19 pandemic. You are coping with scared and unpredictable customers, increasing demands from your employers, while also having to worry about the health and safety of you and your families. You are working to support communities while work continues to stop the spread. Your work is crucial to the daily lives of your fellow Albertans, and for that, we are all grateful beyond words.

UFCW Local 401 will be doing its utmost to push for clarity and safety on the issues that are critical for our members throughout this crisis.

UFCW Local 401 staff and leadership are working around the clock to support our members at this difficult time. We are all in this fight together!

Here is some of our current advice

If you have any questions, please e-mail bargaining@ufcw401.ab.ca or contact your Representative at your union office.

for you during this crisis:

- Don't hesitate to contact your Union Representative if you require any information or assistance. We are here for you!
- Keep records of all communications with your employer, including copies of schedules and payroll records you may receive. And remind your co-workers to do the same!
- If you have childcare issues on account of school or daycare cancellations, you should:
 1. Tell your employer immediately about your situation, informing them honestly of all accommodations you might require (i.e. alternate work schedules, time off to find childcare arrangements.)
 2. Make sure you keep your Shop Stewards and Union Representatives updated.



It is UFCW 401's position that NO ONE SHOULD BE DISCIPLINED FOR NOT BEING ABLE TO ATTEND WORK DUE TO CHILDCARE ISSUES. THIS SITUATION IS NOT YOUR FAULT! Please contact your Union Representative immediately if these kinds of situations arise.

Union Representatives are continuing to provide the services our members require at this critical time while practicing social distancing to prevent the spread.

MORE INFORMATION IS COMING

We are closely monitoring the situation and providing regular updates through our website.

Check our website <http://www.gounion.ca/covid-19> in the morning and afternoon for any updated information from your employer on the COVID-19 crisis.

We are continuing to call for financial support and flexibility for our members from employers, governments, and institutions. Watch our

page <http://www.gounion.ca/covid-19> and the government of Alberta page <http://www.alberta.ca/covid> for new announcements about programs for members who need to stay at home. We will get that information out as soon as we get it.

Finally, we want to underscore that your union is here for you. This crisis is a unique time in human history that not many could have predicted. But this challenge is upon us, and solidarity is something that we know will play an essential role in getting us through.

BARGAINING DATES TO BE ANNOUNCED SHORTLY

Some of you may be wondering what impact this will have on Superstore negotiations.

We intend to push forward with negotiations with Loblaw. Fortunately, in this new age of technology, there's no reason for us not to be able to work out an alternative to in-person negotiations. We are looking into options for negotiation meetings with the company and our committee.

As such, we are hoping to be able to announce dates for bargaining very soon.

Additionally, next week we will announce the structure of our members' bargaining team.

The United Food and Commercial Workers (UFCW) Local 401 is Alberta's largest private-sector union with 32,000 members working in diverse sectors of the Alberta economy, including food processing, retail, education, healthcare, hospitality, and security services.