



**your
voice at work**

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United Food and Commercial Workers Canada Union, Local No. 401

April 23, 2020

VIA EMAIL: roger.bockstael@loblaw.ca

Roger Bockstael
Labour Relations
Loblaws
2332 160th Street
Surrey, BC
V3S 9N6

Dear Roger,

RE: Expedited Grievance Process

We have written previously to you about exploring an expedited process for grievances arising out of COVID-19. We were disappointed that you did not see the urgency and importance in developing a process to deal with such matters as they are extremely time sensitive and the result of delaying resolves to such matters could be devastating.

We again write to you to put forward a request to engage in an exploratory and expedient dispute resolution process to deal with COVID-19 related matters arising between the Union and the Employer. We believe that this is a progressive and responsible way to manage the COVID-19 crisis at it relates to workplace issues and labour relations.

We would suggest that the parties agree to seek the services of Mrs. Mia Norrie to act in a Mediation-Arbitrator role in such a process. We would suggest that no more than 10 matters be heard in on day and that the parties set aside one day on a biweekly basis for arising grievances to be heard.

The parties would share the costs of Mia Norrie. These meetings could be held virtually.

Both parties would provide **brief statements on the particulars** prior to the phone calls or virtual meetings as to help move things along.

The parties would start off with an expectation that mediation is the goal, and allow the parties to move to med-arb with ease, but proceed to **arbitration only as a last resort** once the first two options have been attempted in good faith.

We ask that you seriously consider our proposal. Both parties have a responsibility legally but also humanly to protect your employees and our

members. To agree to a process whereby your employees and our members do not wait for conclusions to these matters is just the right thing to do.

We look forward to your response.

Sincerely,



Thomas Hesse
President



Richelle Stewart
Secretary-Treasurer