



**your
voice at work**

Edmonton

ph. (780) 452.0362
fx. (780) 451.3099
14040 128 Ave.
Edmonton, AB
T5L 4M8

Calgary

ph. (403) 291.1047
fx. (403) 250.3412
#100, 46 Hopewell Way N.E.
Calgary, AB
T3J 5H7

Red Deer

ph: 403.342.0150
fx: 403.341.3810
#1, 4646 Riverside Drive
Red Deer, AB
T4N 6Y5

Lethbridge

ph. (403) 328.4245
fx. (403) 320.9288
#104, 3305 18 Ave. N.
Lethbridge, AB
T1H 5S1

Brooks

ph. (403) 501.8486
fx. (403) 501.5144
P.O. Box 1148
631 - A Sutherland Dr. E.
Brooks, AB
T1R 1B9

Fort McMurray

ph. (780) 743.4190
fx. (780) 743.8312
#205, 9914 Morrison St.
Fort McMurray, AB
T9H 4A4

Toll Free. 1.800.252.7975

Dental:

1.866.961.6147

Dental (meats):

1.800.667.2816

Safeway PT Benefits:

1.866.544.9686

Superstore PT Benefits:

1.866.342.3513

Pension:

1.888.811.7227

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

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

April 23, 2020

VIA EMAIL: sean.naldrett@sobeys.com

Sean Naldrett
Director, Labour Relations
Safeway Sobeys
200 – 1345 Waverley Street
Winnipeg, MB
R3T 5Y7

Dear Sean,

RE: Expedited Grievance Process

We have agreed to mediate scheduling and hours issue in a Letter of Understanding, we have written and discussed previously the concept of an expedited process for all other COVID-19 related grievances arising during the COVID-19 risk. 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

Cc: Paul Van Steenbergen
Dave Smith
Richard Roach
Larry Zima