



Solidarity Place: 10451 -170 Street, NW
Edmonton, Alberta, Canada T5P 4S7
Telephone: (780) 930-3300, 1-800-232-7284
Fax: (780) 930-3392, 1-888-388-2873

July 15, 2020

To: The Management Teams of Safeway and Sobeys stores in Alberta

We are writing to you as members of the Alberta Union of Provincial Employees Committee on Political Action about the possibility of a strike or lockout at Safeway.

You may already know that AUPE represents over 95,000 workers in communities across Alberta. Our fellow members work in health care, k-12 and post-secondary education, for the Government of Alberta, for municipalities, at Alberta Treasury Branch, and many boards and agencies.

Many of us are Safeway and Sobeys customers.

Like your staff, we too have been on the front lines of this pandemic and have faced unfair treatment from our employers.

We were glad to see some recognition for the pandemic risks your staff are taking. The \$2 an hour "hero pay" was a small but welcome gesture to see. A gesture our government hasn't done for most of us.

The removal of that pay despite the ongoing pandemic is upsetting. Your bargaining positions that would cut benefits, turn down job security proposals, and even demand wage freezes despite inflation has us concerned.

We know your staff are concerned too, as indicated by their 79% strike vote.

We are encouraging you to settle a fair contract that your staff will agree to.

In the event of a strike or a lockout, we commit that we will not cross another workers' picket line, and we will be encouraging every single AUPE member to do the same. We will join the UFCW picket lines. We will talk to our family, friends and neighbor's about why they should support your staff and shop somewhere else while there is a dispute.

We know with your \$181 million increase in fourth quarter revenues that you can afford to treat your staff better, and as members of your community and long time customers, that is what we expect.

We'll see you soon in your stores. Hopefully we won't have to see you on a picket line.

Sincerely,

AUPE's Committee on Political Action
Mike Dempsey, AUPE Vice-President and Chair of COPA
Rhonda Whitten, Vice-Chair, Leduc
Janice Drader, Wetaskiwin
Brent Kelly, Edmonton
Richard Lemaire, Calgary
Mariah Monro, Edmonton
Jules Noel, Lacombe
Jennifer Power, Grande Prairie
Rose Read, Calgary

G. Smith President	J. Heistad Executive Secretary-Treasurer	K. Barry Vice-President	B. Borodey Vice-President	M. Dempsey Vice-President	B. Gostola Vice-President	S. Slade Vice-President	K. Weiers Vice-President
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