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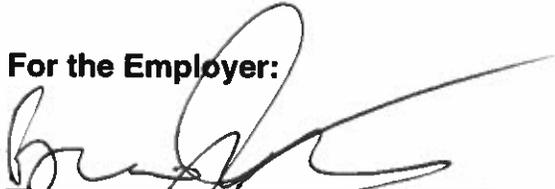
This letter confirms that any pharmacy department located in a FreshCo in Alberta will be covered by the Safeway Provincewide Collective Agreement with UFCW 401. As a result, Pharmacy Assistants and Registered Pharmacy Technicians in these departments will be a part of the Safeway bargaining unit. This letter will apply to FreshCo stores that have converted from a Safeway along with any other FreshCo stores that open with a pharmacy.

**LOU #5 SICK LEAVE**

Full-time employees shall be entitled to three (3) sick days per calendar year, accumulated on the basis of one-half (1/2) day every two (2) months. Employees shall have the opportunity to utilize these hours by the end of the following calendar year. Paid sick days will be based on the employee's previous thirteen (13) week average hours worked.

Signed this 1<sup>st</sup> Day of JANUARY, 2023.

For the Employer:

  
\_\_\_\_\_  
2442474 Alberta Ltd.  
Red Deer FreshCo

For the Union:

  
\_\_\_\_\_  
UFCW 401