

Good afternoon, Andrew, Morgyn, and Sean,

Our members, albeit very reluctantly, have authorized us to engage in preliminary, without prejudice talks with you about possible Collective Agreement changes. I have been instructed by our Officers to be Local 401's point person for the purposes of making arrangements. Please continue to copy all of our Executive Staff on all correspondence

At this point, I am not authorized to make substantive decisions but only to make procedural arrangements.

We are now commencing the process of selecting a Safeway worker-based Bargaining Committee. We are also commencing the process of gathering proposals for the purposes of our discussions. We will ask our members to have a focused approach. But Local 401's representation is a process that belongs to our members.

We are hopeful and have anticipated that we can meet with you in December. Our team appears to be available for the week of December 16 to 20, 2024, subject to the finalization of details. Our team is available in Edmonton, and we have commenced the process of arranging meeting space at the Hyatt Edmonton West.

We understand that you want to move quickly on this matter. We ask that you provide us with your complete proposals immediately. You have already told us what they will be in general terms. But we would like to caucus and consider any requests that you have before those December dates to ensure the efficiency and focus that you have requested.

We commit to providing you with our proposals once they have been gathered and formatted.

Obviously, I have conferred with President Hesse and Secretary Treasurer Stewart in the preparation of this correspondence, and it remains critical that you also communicate with them on matters that relate to this in any way.

Please advise us who your spokesperson will be at the bargaining table. We request that you send someone who has immediate and comprehensive decision-making authority. Your decision in that regard will affect the decisions that we make around the composition of our committee.

As you know and as you have said, any agreement that might arise out of this process must be ratified by our impacted members involving three different Collective Agreements and three different bargaining units.

Finally, we again object to your threats of rolling back wages and recouping money. As we have now agreed to meet and have the authority of our members to do so, we strongly urge you to rethink those threats as they will very negatively affect the possibility of a positive tone and communications at the bargaining table.

Should you have any questions please let us know.

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