



WHAT'S ON THE TABLE FROM THE COMPANY:

The company has put forward proposals that would **roll back or remove a number of provisions** members currently have, including changes to:

- **Overtime, double time and holiday pay:** The company is proposing changes that would remove references to double time and reduce existing scheduling and pay protections around overtime and general holidays.
- **Sunday premium:** The company is proposing to eliminate the current \$1-per-hour Sunday premium.
- **Full-time and part-time benefits:** Including new co-pays and reduced coverage. This means you would have deductions from your paycheck you never had before for benefits you currently have.
- **The use of third-party vendors to do your job:** The company wants more of this (from 5 to 10), but it will reduce part-time hours and threaten full-time jobs.
- **Job classifications and union membership:** The company is proposing changes that could remove certain department managers, operators and Pharmacy employees from the Union. It is wrong to take away the little job security that these employees have. Sobeys can be brutal in how it treats staff.
- **Union visibility:** The company is proposing to remove language supporting the Walking Steward Program, reducing an important way the Union connects with and supports members in the workplace.
- **Existing contract protections and language:** The company is proposing to remove or weaken existing protections, including the 24-month sunset clause and other language members currently rely on. This important clause means that if you are reprimanded or disciplined, it won't hang over your head forever; after 24 months, it expires. The company is proposing to remove that protection.

The bottom line is clear: the company's proposals would mean members giving things up, and none of those proposals have been withdrawn.

WHAT YOUR **UNION** IS FIGHTING FOR



UFCW Local 401 and your fellow union members sitting in the Bargaining Committee are putting forward a different vision: a contract that recognizes the value of the people who keep Safeway stores running.

- **Meaningful wage increases** that recognize inflation and the rising cost of living.
- **Stronger job security**, if they close your store or converted into a FreshCo what difference does it make if you get a raise?
- **The company must withdraw its efforts at the Supreme Court of Canada** to allow them to roll back your union-won 10% wage increase.
- **Better and more equitable benefits**, ensuring that benefit plans are stable and well-funded into the future.
- **Safer, cleaner workplaces** and meaningful action on workplace violence and security.
- **Dignity and respect** for every member on the job.
- **Access to hours and career opportunities** for members who want to build their future at Safeway.
- A **stronger union voice** and the ability to represent and communicate with members in the workplace.
- A **fresh and positive start in the relationship** between Safeway and its employees.

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STRIKE VOTE: SEPT 8 - 11

