



123 Foord Street, Stellarton, NS B0K 1S0 T 902 752 8371 sobeys.ca

January 23, 2018

Sent by Fax and Email  
 ivanl@ufcw1518.com  
 604-540-1520

UFCW Local 1518  
 350 Columbia Street  
 New Westminster, B.C.  
 V3L 1A6

Dear Mr. Limpright,

**RE: Store Closures**

**Notice pursuant to Section 54, B.C. *Labour Relations Code* and Section 64, B.C. *Employment Standards Act***

Pursuant to section 54 of the British Columbia *Labour Relations Code* and section 64 of the British Columbia *Employment Standards Act* this letter is notice that effective May 5, 2018, at 6:00pm, a number of Safeway stores in B.C. will close and cease operations for financial reasons, with the exception of City Square, which will close on July 28, 2018, at 6:00p m.

This will result in the termination of employment for all bargaining unit employees working in each store on the above-noted dates. The stores which will close and the numbers of employees who will be terminated (subject to any collective agreement bumping rights) are as follows:

<u>Store #</u>	<u>Address</u>	<u>Number of Employees</u>
4944	Lougheed Mall 9855 Austin Road, Burnaby, B.C.	117
4907	City Square 555 West 12 <sup>th</sup> Avenue, Vancouver, B.C.	70
4904	Sunwood Square 110-3025 Lougheed Hwy, Coquitlam B.C.	136
4945	Point Grey 4575 West 10 <sup>th</sup> Avenue, Vancouver B.C.	88
4954	Royal Oak 5235 Kingsway Avenue, Vancouver B.C.	57

4949	Blundell 6140 Blundell Road, Richmond B.C.	102
4957	Broadmoor 10151 No. 3 Rd., Richmond B.C.	72
4964	Newton Town Centre 7165 138 <sup>th</sup> Street, Surrey B.C.	1 124
4935	Strawberry Hills 7450 120 <sup>th</sup> Street, Surrey B.C.	127 <u>251</u>
4951	Mission 32520 Lougheed Highway , Mission B.C.	133

We will be issuing termination letters to each affected employee and will be confirming that they will receive any notice and/or severance to which they are entitled under their collective agreement. The letters will also confirm bumping rights are available where those are provided for in the collective agreement.

The Blundell, Broadmoor, Newton Town Centre, Strawberry Hills and Mission stores will close but may re-open as FreshCo locations depending on the outcome of negotiations for new collective agreements. The pharmacies in these locations will remain open through the negotiations and potential renovations. If the stores re-open as FreshCo locations the intention is to have these pharmacies in the new stores.

We would like to meet with you to discuss the development of an adjustment plan as stipulated by section 54 of the Code. Please contact myself or Sean Naldrett at your earliest convenience to schedule a meeting.

The decision to close stores is never easy. As a company, we have to take steps to strengthen our business in this highly competitive grocery market. It is no secret that many of our stores in British Columbia have struggled in recent years. It's important we take steps to transform the Company and ensure a strong future for Safeway. The work underway is focused on returning our stores to profitability and continuing to provide good, stable jobs for British Columbians.

If you have any questions, please contact me at any time.

Yours truly,



David Fearon  
Senior Vice President, Labour Relations & IHM  
Sobeys Inc.