



WE FIGHT FOR FAIRNESS

Ivan Limpricht, President & Kim Novak, Secretary-Treasurer

October 12, 2017

Mr. Sean Naldrett, Director  
Labour Relations  
Sobeys Inc. (dba Canada Safeway)  
1020 64<sup>th</sup> Avenue N.E.  
Calgary, Alberta T2E 7V8

Dear Mr. Naldrett:

We acknowledge receipt of your notice to bargain changes to the collective agreement between Sobeys West Inc. and UFCW Local 1518.

We very much look forward to negotiating substantial improvements to the wages and conditions of work for our members in your employ.

As you are well aware, over the past four years we have seen a dramatic loss in Sobeys' BC market share, deterioration in store facilities and appearances, reduction in available hours of work, high employee turnover and the centralization of administration which ignores the particularities of the province and its regions. The transfer from Safeway to Sobeys has been difficult for everyone particularly our members and your customers.

We too want to take advantage of the opportunity presented by the Re-Opener to advance proposals which recognize the wealth of experience possessed by our members and work with Sobeys to explore ways of once again making Sobeys among the province's leading grocers.

As for when we can start negotiations, your suggested dates are a bit premature.

Before every round of major bargaining with our retail grocery employers we convene a conference of our affected members. This year the conferences are scheduled for late November; first with our Sobeys members and then with those at Overwaitea. It is these bargaining conferences which formulate the Union's proposals which are then refined by the Union bargaining committee.

In addition and under separate cover, we will provide you with a full description of the financial information which we will require for bargaining. Given developments since the purchase of Safeway, it is imperative that the Union has a full understanding of the economic situation facing Sobeys. Without such information, we will not be in a position to finalize our proposals and commence bargaining.

If we obtain this essential information in a timely way, we should be in a position to commence bargaining by mid-January 2018.

Yours truly,

A handwritten signature in black ink, appearing to read "Kim Novak". The signature is written in a cursive style with a large, looping initial "K".

Kim Novak  
Secretary-Treasurer