

January 19, 2018

***Sent Via E-mail***

Mr. Dave Fearon  
Senior VP, Labour & Employee Relations  
Sobeys West dba Canada Safeway ("Sobeys")  
115 Kin Street  
Stellarton, NS  
B0K 1S0

Dear Mr. Fearon:

I write in response to your message cancelling our January 18<sup>th</sup> meeting and your request to reschedule. As our bargaining committee was aware, that meeting was to discuss process and dates in order to commence negotiations.

We suggest that the negotiating committees meet on January 31<sup>st</sup> and February 1<sup>st</sup> for the purpose of exchanging proposals and hearing details of Sobeys' decisions, which were announced to the investor community and directly to our members.

After the initial exchange of proposals and information, our negotiating team is prepared to meet with yours from February 6<sup>th</sup> through the 9<sup>th</sup> and continuing until we conclude negotiations for this collective agreement reopener.

Our willingness to meet does not mean that we have withdrawn our request for information, which is essential to our ability to negotiate on behalf of our members and to understand the proposals we expect you to make. In fact, the need for information has become imperative given the major decisions the company has made around FreshCo and store closures.

We expect that on January 31<sup>st</sup> and February 1<sup>st</sup> the company will provide our negotiating committee with complete details on all of the decisions the company has made that will have a material impact on our members and this round of negotiations. These details should include but are not limited to: i) "25%" of stores in Western Canada being converted to FreshCo franchise stores; ii) the closure of stores; and iii) Project Sunrise.

Specifically, you should tell us the number of British Columbia stores to be converted; the locations and reasons why each of these stores is to be converted; whether there are any Thrifty's stores being converted; the schedule for these conversions; and, the locations, schedule and the reasons why each store is to be closed.

If we are to approach these negotiations in good faith and knowing how general announcements of conversions and closures without details is causing great dismay among your employees and our members, Sobeys must be fully transparent about its exact plans for its British Columbia operations. We will expect no less.

Yours truly,

A handwritten signature in black ink, reading "Ivan Limpricht", enclosed within a hand-drawn oval.

Ivan Limpricht, President  
UFCW 1518

cc: UFCW 1518 Shop Stewards, Sobeys West Inc. (*via email*)  
All Staff, UFCW 1518 (*via email*)

IL/sk



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