

January 26th, 2018

Dave Fearon  
Senior Vice President, Labour Relations & IHM  
Sobeys Inc.  
115 King Street  
Stellarton NB  
B0K 1S0

**Re: Safeway Store Closures: Lougheed Mall (#4944), City Square (#4907), Sunwood Square (#4904), Point Grey (#4945), and Royal Oak (#4954) (collectively, the “Permanent Closure Stores”)**

We write further to our letter dated January 25, 2018 and in response to your letter dated January 23, 2018, in which you have provided UFCW, Local 247 (the “Union”) with notice that ten Safeway stores in British Columbia will be closed and that this will result in the termination of employment of employees represented by the Union at those stores (subject to any collective agreement bumping rights).

For the five Permanent Closure Stores, you have indicated that the intent of Sobeys Inc. (the “Employer”) is to permanently close these stores and not to renovate and re-open these stores under a new name, “Freshco”, as with the other impacted stores in Richmond, Surrey and Mission.

Your letter also refers to the Employer’s obligation under section 54 of the *Labour Relations Code* to meet to discuss an adjustment plan. Within the Employer’s obligation to meet in good faith is the Employer’s duty to fully disclose its intention and provide the Union with the necessary information to facilitate good faith discussions. Further to this obligation, the Union hereby requests, full disclosure of the Employer’s business and operational plans for the Permanent Closure stores, including, but not limited to:

- details of the identity of the current ownership of the sites of the Permanent Closure stores; and
- any particulars and documentation regarding the Employer’s plans and decisions regarding these sites, including the redevelopment, sale, or transfer of the store operations or assets to a new corporate entity

This information is necessary for meaningful discussions under section 54 of the *Labour Relations Code*, which discussions require the Employer to consider suggestions and possible compromises advanced by the Union. We make this request without limiting or prejudicing any other request for disclosure of information that the Union may make. If the above-requested information is not received by February 2nd, 2018, the Union is prepared to make an application to the Labour Relation Board for a declaration that the Employer is in violation of Section 54.

The above disclosure request is not an indication that the Union accepts that the employment of employees at the Permanent Closure Stores will properly be deemed "terminated" as of the scheduled date when stores will purportedly be closed permanently.

Please contact us if you require any clarification of the Union's position, or in any event to schedule dates for the parties to meet.

Sincerely:

A handwritten signature in black ink that reads "S. Hodge". The signature is stylized with a large, cursive 'S' and a horizontal line extending from the end of the signature.

Suzanne Hodge  
President  
UFCW Local 247