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To: Mike Fraser From: Roy

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Urgent For Review Please Comment Please Reply Please Recycle

• Comments:

As discussed, please call.

Wayne - 905-821-7711
Kevin - 905-850-0839
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- Collective agreements for Loblaws, Zehrs and Fortinos Real Canadian Superstores to be finalized with the Local Unions
- Affected employees will have 3 options
 - exercise their bump (where applicable)
 - elect a buydown to the RCSS agreement based on 3 weeks pay per year of service with a minimum amount to be determined (existing pension plan maintained)
 - elect to sever employment based on 4 weeks pay per year of service
 - employees electing to bump will not be required to relocate further than 40 kilometers from their home store provided an alternate store is available
 - employees who wish to relocate will be offered a relocation package
- Early retirement option for the Loblaw and Zehrs full time employees
- Training and education fund payment of \$500,000 for the next 3 years.