

May 15, 2002

**ALL UFCW LOCAL 1518 MEMBERS
EMPLOYED BY OVERWAITEA FOOD GROUP
AT LOMAN'S WAREHOUSE**

Dear Member:

Re: Union Meeting,

This is to advise you that there will be a **critical union meeting** for all members employed at the warehouse:

Date: Monday, May 20, 2002

Time: 7:00 p.m.

**Place: Holiday Inn. Magnolia Ballroom
8750 204th Street, Langley, BC**

The need for this meeting arises from decisions made by the Shop Steward Committee and the Union regarding the ongoing dispute with Overwaitea concerning the future of the warehouse.

There has been a significant change in the course of action concerning this dispute that requires the ratification of the membership on three critical questions. Before I specify the questions I will give you some background.

The Union and the Employer signed a Memorandum of Understanding on May 4, **1995**. That Memorandum gives the Union the power to nullify the Collective Agreement **at any time** if certain conditions contained in the Memorandum are not met by the employer. **At least two of those conditions were never met by the Employer and therefore the Union has the authority to nullify the current Collective Agreement.**

If the Collective Agreement is nullified, then the employer is obligated to negotiate a new Collective Agreement. Before we can enter into negotiations we must ratify proposals to be presented to the employer.

If the employer refuses to bargain, or does not bargain in good faith, the Union can strike the employer. In order to strike, we must first have a strike vote from the members.

At the meeting on Monday, May 20, 2002, you will be asked to vote on the following three questions:

1. **Do you authorize UFCW Local 1518, under the terms of Memorandum "I" signed May 4, 1995, to nullify the existing Collective Agreement?**
2. **Ratify the collective bargaining proposals that will be presented to the meeting.**
3. **Do you authorize the Union to call a strike if the employer refuses to bargain, or, fails to bargain in good faith?**

I have attached to this letter two important documents. The first is a copy of the signed Memorandum "I". The second is an opinion from our legal counsel advising that the course of action I have outlined above is sound in law and will stand a test before the Labour Relations Board should such a test be brought by the employer. I ask that you read both these documents carefully.

This is a significant change in the action the Union is taking in the dispute with Overwaitea Food Group. **It is a change that we will only make with the approval of the majority of the members at the warehouse.**

There are risks involved in this new action and we will outline those risks in detail at the meeting. It is absolutely critical that you attend this meeting!

Your Shop Stewards Committee is recommending unanimously that the members vote in favour of this new course of action and the Union concurs with their recommendation. However, the final decision rests entirely with you and your co-workers!

I look forward to seeing you at the meeting.

In solidarity,

Ivan Limpright

Secretary Treasurer