

**Edmonton:**

10212 - 112 Street  
Edmonton, AB T5K 1M4

Ph: (780) 488 0168  
Fax: (780) 488 0534  
1-800-252-7904

**Calgary:**

204 - 200 Country Hills  
Landing NW  
Calgary, AB T3K 5P3

Ph: (403) 250-8999  
Fax: (403) 250-8576  
1-866-328 8005

[www.hsaa.ca](http://www.hsaa.ca)

October 4, 2013

Galen Weston  
Executive Chairman  
Loblaw Companies Ltd.  
1 President's Choice Way  
Brampton, Ontario  
L6Y 5S5

Dear Mr. Weston,

Earlier this week I had the opportunity to visit Pier 21 in Halifax, where I saw a plaque honouring your namesake and father Galen Weston as one of Canada's nation builders.

This makes it even more disappointing to hear what is happening now as your company tries to drive down wages and working conditions for your employees. This is no the way to build a nation, it is the way to weaken it. Furthermore, it is not the way to sustain and build a successful corporation.

As a union representing more than 24,000 health-care professionals in Alberta, the Health Sciences Association of Alberta (HSAA) is fundamentally opposed to this low-wage agenda. Your company will not find long-term success in joining the race to the bottom for employee wages and working conditions.

The success of Canada's economy and the success your corporation has enjoyed for many years has been built on the expansion of Canada's middle class, on workers having enough money to buy your products. Your bottom line will only suffer when your employees and other Canadians have to rely on food banks because they can't afford the cost of groceries in the stores in which they work.

Your family is one of the richest in Canada. Your corporation has billions of dollars to invest in growth. We hope that you see the sense in coming to a fair deal with your employees that allows them to continue helping your company to grow while being able to avoid the pitfalls of poverty.

When you reach a fair deal, we will be happy to hold your corporation up as an example of how to do the right thing and treat workers with respect. We will encourage our members and their families to shop at your stores.

We will be following the bargaining dispute closely, and if your company continues to try to exact concessions from or oppose a fair deal with your workers, we will actively encourage our 24,000 members and their families to shop elsewhere.

We hope that you will abandon the ill-advised move to drive down working and living conditions for your employees, which contributes to the erosion of the middle class in Canada. Be a Nation Builder instead.



Elisabeth R. Ballermann, BScPT, LLB  
President  
Health Sciences Association of Alberta

