

February 22, 2018

**Via Email**

UFCW, Local 1518  
350 Columbia Street  
New Westminster, BC V3L 1A6

**Attention: Ivan Limpright,  
President UFCW Local 1518**

**Re: Letters to the Editor**

It has come to our attention that the Union is encouraging employees to send "Letters to the Editor" of local newspapers in an attempt garner support and to damage the reputation of the Employer. This direction is surprising and concerning given the negative impact it may have on our business and sales.

As you are well aware, negative impacts on sales will result in less hours being available for employees. In addition, employees are writing letters as if their only interest in writing was as a customer. See the enclosed example.

They are misleading readers by not disclosing that they are also employees. Employees have an obligation to raise their workplace concerns through the Union with the Employer, rather than in the public domain. Please withdraw your direction to employees as any further publications of this type may result in employees being disciplined for inappropriate off duty conduct.

Sincerely,

A handwritten signature in black ink, appearing to read "Sean Naldrett".

Sean Naldrett  
Director, Labour Relations  
Sobeys Inc.

cc Dave Fearon  
Denise Hill