



WE FIGHT FOR FAIRNESS

Ivan Limpricht, President & Kim Novak, Secretary-Treasurer

February 26, 2018

E-mail: sean.naldrett@sobeys.com

Sean Naldrett
Director, Labour Relations
Sobeys West Inc. dba Canada Safeway
115 King Street
Stellarton, NS B0K 1S0

Hi Sean, I have now looked at your letter.

The Union is not asking employees to write a letter to the editor. Instead, as part of the public campaign, we are encouraging customers of Safeway to let people know that they care about their local Safeway stores and the workers working at them. As we stated from the outset, we intend to engage the public in this dispute because, notwithstanding what has happened since the purchase, we believe a lot of people still care about Safeway.

You have asked us to withdraw a direction to employees to write letters. We, of course, cannot withdraw a direction that was never given. However, since the goal of the campaign is to have the public participate, we are happy to clarify the purpose of the campaign both to you and on our website.

But, if an employee writes in notwithstanding our clarification, you can expect that the Union will fully defend their rights to communicate publicly. In your letter, you have missed the critical point the parties are in collective bargaining. At such times, employees may make public statements that they could not make when there is no dispute. You may also not be aware of various provisions unique to our labour code which provides people with an absolute right to express their opinions. As well, there is no obligation that employees identify themselves as employees if they write-in.

To be clear, even though we are clarifying our communication about the letter to the editor campaign, the Union will not allow Sobeys to try to silence our members from speaking publicly about their views about their terms and conditions of employment and the future of Safeway.

I am happy to discuss this issue with you more, but you may want to wait until we have updated our website.

Yours truly,

A handwritten signature in black ink, which appears to read "Ivan Limpricht", enclosed in a hand-drawn oval.

Ivan Limpricht, President, UFCW 1518