



**your
voice at work**

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fx. (780) 451.3099
14040 128 Ave.
Edmonton, AB
T5L 4M8

Calgary

ph. (403) 291.1047
fx. (403) 250.3412
#100, 46 Hopewell Way N.E.
Calgary, AB
T3J 5H7

Red Deer

ph: 403.342.0150
fx: 403.341.3810
#1, 4646 Riverside Drive
Red Deer, AB
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Lethbridge

ph. (403) 328.4245
fx. (403) 320.9288
#104, 3305 18 Ave. N.
Lethbridge, AB
T1H 5S1

Brooks

ph. (403) 501.8486
fx. (403) 501.5144
P.O. Box 1148
631 - A Sutherland Dr. E.
Brooks, AB
T1R 1B9

Fort McMurray

ph. (780) 743.4190
fx. (780) 743.8312
#205, 9914 Morrison St.
Fort McMurray, AB
T9H 4A4

Toll Free. 1.800.252.7975

Dental:

1.866.961.6147

Dental (meats):

1.800.667.2816

Safeway PT Benefits:

1.866.544.9686

Superstore PT Benefits:

1.866.342.3513

Pension:

1.888.811.7227

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United Food and Commercial Workers Canada Union, Local No. 401

January 8, 2025

“Without Prejudice”

Sobeys West Inc. – Safeway Operations
9925 114 Ave
Grande Prairie, AB T8V 2N7

Attention: Craig Tuttle, Store Manager (#8871)

Dear Craig,

Re: Contract Proposal Meetings

My name is Thomas Hesse, and I am the President of UFCW Local 401. As you know we are the exclusive bargaining agent and representative for employees in your store. It has come to my attention that Sobeys has asked you to conduct meetings with your staff about their current choice regarding the contract proposal.

I was bothered when I was apprised of this, and I wanted to take this opportunity to communicate with you directly. I urge you to avoid this type of conduct and to resist doing Sobeys’ dirty work for them. As you know, your employees are struggling with a very difficult affordability crisis, and their mental health has long been an issue. I know you appreciate their job is a tough one and these are hard times. Sobeys has threatened them with store closures, conversions and wage roll backs. I urge you to maintain your distance from this conduct. You are, and are seen to be, the leaders in your stores and your involvement in this could only further erode morale and the relationship of trust that I know you work to foster with them daily.

Unfortunately, I also must provide you with a warning. There has been significant litigation surrounding Sobeys conduct over the last few months. As a manager you could face significant personal liability if you act as Sobeys agent or representative in any improper way. Employees will see meetings with you as coercive and intimidating. I am certain you would not like to see any legal action commence against Sobeys or you personally for anything you may do in communicating with your staff. At the very least you should speak to a lawyer of your choosing before you engage in any conduct requested by Sobeys to assess your personal liability. Sobeys is a multi-billion-dollar corporation, and you might worry that you will be left to hang out to dry when conflict ensues.

It is unusual for me to write directly to a store manager, but I do so on behalf of Safeway workers about whom I care very much. This is a very sensitive time, and I respectfully request that you leave Safeway employees to make their own decisions independent of any managerial influence. I know that working for Safeway is your career and I respect your role and the position you occupy, but I also know that you care about your employees and that you appreciate that your involvement on behalf of the Sobeys corporation is neither necessary or desirable and could only fuel an already volatile situation. I thank you in advance for considering these thoughts.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Thomas Hesse', with a stylized flourish at the end.

Thomas Hesse
President, UFCW Local 401

TH/vc

Cc: Richelle Stewart, Secretary Treasurer
Chris O'Halloran, Executive Director
Ricardo de Menezes, Southern Director
Linda Mariani, Northern Director & Executive Assistant to the President