



**BRUCE W. BOTH**, *President* • **ANTHONY G. SPEELMAN**, *Secretary / Treasurer* • **RHONDA NELSON**, *Recorder*

December 6, 2011

Mr. Derrick Kinney  
Vice President/Field Human Resources  
A&P Tea Company  
2 Paragon Drive  
Montvale, NJ 07645

Dear Mr. Kinney:

I am writing to you in response to consistent rumors that A&P/Pathmark Supermarkets will be opened on Christmas Day this year. You should be aware that United Food and Commercial Workers Union Local 1500 is strongly opposed to this idea and request that a decision to have the stores remain closed on Christmas be announced as soon as possible. We oppose you opening on Christmas Day for several reasons.

The Union, the Pathmark members and your company just concluded a year of very difficult and contentious negotiations. Our members have sacrificed much to assist your company as it moves to emerge from bankruptcy. During the year, stress levels for all parties involved were very high as stores were closed and rampant rumors of the company's demise put thousands of workers and their families on edge. This year was an emotional rollercoaster for many.

Additionally, the membership just ratified very painful cuts to their collective bargaining agreements. This approval was attained only because it is their hope that your company will finally return to its position as a successful and profitable supermarket. However, this ratification also makes the members true partners with management. This is a partnership that is built on deep sacrifices by the members and their families.

UFCW Local 1500 truly believes that as this very difficult year draws to a close, now more than ever, we should respect and welcome a day off for reflection and uninterrupted time with friends and family. No one cannot argue that the members have surely earned this holiday.

I hope to hear from you soon that your company will agree with our assessment and make an announcement immediately. Our members are eager for a resolution so they can make plans and begin to look forward to December 25<sup>th</sup>.

Our Union is also looking forward to a resolution so we can move on to other business rather than spend the entire month of December responding to this matter.

Please feel free to contact me at 516-214-1305 if you would like to discuss this issue further.

Sincerely,

Anthony G. Speelman  
Secretary-Treasurer