



April 3, 2002

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OFFICE OF THE CITY CLERK
CAMBRIDGE, MASSACHUSETTS

City of Cambridge
Office of City Council
795 Massachusetts Avenue
Cambridge, MA 02139

Dear Councillors:

Thank you for your letter of March 4, 2002. Star Markets has a long history of being an excellent employer in the Cambridge community. Many associates have worked for Star Markets for over twenty years – that's a measure of satisfaction in their work environment.

We have consistently stated that we will protect the rights of all associates in all of our stores. Many associates in our Star stores have reported being harassed by union representatives. Particular targets have been associates with disabilities, with language barriers and minors. We have been forced to take legal action to stop this harassment and intimidation by the Union.

Your statement concerning our associates in the Worcester-area stores particularly distresses us. At all times, Shaw's has respected the rights of these associates. When a majority of the associates in the Worcester-area stores requested union representation in 1999, Shaw's recognized the union as their representative. This year, when a majority of the associates petitioned that they did not want union representation, Shaw's again respected their decision and legally notified the union that it was no longer recognized as the representative of those associates. Even the Union has made no claim that a majority of associates want the union to represent them.

Star Markets and Shaw's Supermarkets support the right of our associates to make their own informed decision regarding union representation, and we will respect any decision they make. Our associates deserve to be treated with dignity and respect for their rights, and everyone, including unions, should respect those rights.

I hope that you will also stand firm in support of the rights of our associates, many of who have been your constituents for many years. Shaw's representatives would be pleased to meet with you to discuss these issues further, at your convenience. Please let me know.

Sincerely,

Ross McLaren
President and CEO

Mailing Address: P.O. Box 600, East Bridgewater, MA 02333
Telephone: 508.313.4576 – Fax: 508.313.4937

S-112

Consent Communication #3

A communication was received
from Shaw's Supermarkets,
regarding protecting the rights of
all their associates in their stores.

In City Council April 22, 2002

PLACED ON FILE.