

**[LETTERHEAD OF NICHOLAS HUGHES]**

[date]

**BREWERY, WINERY & DISTILLERY  
WORKERS' UNION, LOCAL 300**

c/o Fiorillo Glavin Gordon  
Lawyers  
#510 – 2695 Granville Street  
Vancouver, BC V6H 3H4

**Re: Defamatory Website Postings Authored by Nicholas Hughes:  
“Molson’s Suckerpunch: The Dick Findlay Story”, April 14, 2004;  
“A Plea for Justice: Dick Findlay’s Open Letter”, December 26 & December  
30, 2004; “Chuck Puchmayr (Rhymes with Liar)” on rabble.ca, December  
30, 2004.**

By this letter, I wish to retract any comments I have published or caused to be published about the Brewery, Windery & Distillery Workers’ Union, Local 300, Rick Sutherland, Roy Graham, Gerry Bergunder, Chuck Puchmayr and any other Union officials who I have implicated indirectly or by reference.

More specifically, I wish to retract the following false and defamatory comments that I have published/posted about the Union and its officials on the above-noted websites under the pseudonym “Labatt Buster”:

- my reference to the Union officers’ relationship with Molson Breweries as being “the result of collusion by corrupt union officials ...” in my April 14, 2004 posting in the Molson’s Suckerpunch thread (MfD Forum). This is false and defamatory.
- I describe *my* situation with former employer Labatt Brewery as resulting in discrimination by my employer to which the Union ‘apparently acquiesced’ in my April 14, 2004 posting in the Molson’s Suckerpunch thread. This is false and defamatory.
- I also posted in that same thread: “Thus I can attest to what I’ve found to be an unprincipled and ineffectual union that for too long has been corrupted by its former Business Agent”. This is false and defamatory.
- I published an edited version of Mr. Findlay’s “open letter” (December 26, 2004, “A Plea for Justice ...” in the MfD Forum and in the Babble Forum on December 30, 2004) in which it is claimed that “an investigation by an Officer of PIPA is currently underway” in respect of the Union’s alleged failure to provide Mr. Findlay with documentation pertinent to his (non)membership in the Union. The Union has verified with the Privacy Commission that no investigation of the Union whatsoever has been contemplated and that the enquiry made by Mr. Findlay found (in November 2004) that “Local 300 has provided [him] with access to all of the records to which [he] is entitled”. I admit that I completely misled the public with that posting.

- in those same threads there is reference to an alleged “atmosphere of violence and intimidation at Molson’s” the implication of which is that the Union and its officials have created and/or contributed to such an atmosphere. This is false and defamatory.
- in my posting of the open letter on these two websites I have also conveyed another defamatory comment concerning the Union and its officials when it is stated that there was “collusion between management and a corrupt union official” at Molson Breweries that resulted in Mr. Findlay’s termination of employment. This is false and defamatory.
- in my December 30, 2004 posting (Babble Forum, “Chuck Puchmayr (Rhymes with Liar)”), I begin by implying that Mr. Puchmayr, a former Business Agent of the Union, is a “liar”. I then malign the character of current Union President Roy Graham suggesting that he is a ‘hypocrite’. I then state that Mr. Puchmayr is a “two-faced, duplicitous, backstabber”. All of these statements are false and defamatory and attempt to malign the character and integrity of current and former Union officials.
- finally, in my December 30, 2004 “Chuck Puchmayr (Rhymes with Liar)” posting, I state that Mr. Graham “currently lines the pockets of the Union’s representative law firm” implying that both Mr. Graham and this law firm are involved in some untoward, unethical, and corrupt scheme that would benefit Mr. Graham’s (and the Union’s) political and legal interests, as well as this firm’s financial interests. This statement is false and defamatory of the Union, its officers, and the law firm of Fiorillo Glavin Gordon.

I acknowledge that all of these statements are *prima facie* defamatory in their normal and ordinary meaning. I have no such evidence or information with respect to the Union or its former and present officials to substantiate these statements and hereby tender my full and complete apology for having published such statements on the websites.

By copy of this letter to the website administrators I request that the website administrators delete all references to the Union and its officers, and all entries I have made under the pseudonym Labatt Buster to date. I further agree to refrain from such commentary in the future.

I trust that this apology and the commitments contained herein regarding retraction shall set the record straight.

Yours truly,

**NICHOLAS HUGHES**

cc: Babble Forum Administrator  
Members for Democracy Forum Administrator