



# LUNDS & BYERLYS

February 14, 2023

Ms. Rena Wong  
President, United Food and Commercial Workers Local 663  
Emailed to: [rwong@ufcw663.org](mailto:rwong@ufcw663.org)

Mr. Scott Larson  
Metro Director, United Food and Commercial Workers Local 663  
Emailed to: [scottl@ufcw663.org](mailto:scottl@ufcw663.org)

Dear Rena and Scott,

As you are aware, United Food and Commercial Workers Local 663 is proposing a contribution holiday for the Minneapolis Retail Meat Cutters and Food Handlers Health & Welfare Plan (referred to as MRMC H&W Plan for the remainder of this document) in the amount of \$7.65 million dollars. Additionally, the Union is proposing that savings from this contribution holiday be redirected either to the Minneapolis Retail Meat Cutters & Food Handlers Pension Plan (referred to as the MRMC Pension Plan for the remainder of this document) should the employer still participate in said pension plan or additional one-time compensation for its members should their employer no longer participate in said pension plan.

As you are also aware, Lund Food Holdings, Inc. (referred to as “the Company” for the remainder of this document) has been committed to modernizing the MRMC H&W Plan for several years and strongly opposes the Union’s proposal to redirect funds away from said plan. The Company also strongly opposes any one participating entity from subsidizing another participating entity, which occurs when one entity pays more in contributions than another entity when all participants enjoy the same benefit.

For the Company to better understand and further consider the Union’s proposal pertaining to the MRMC H&W Plan, we need additional information requested below and respectfully ask that you respond in writing by Friday, February 17, 2023.

1. Please confirm that Appendix 1 is a complete list of all entities that participate in the MRMC H&W Plan.
2. Please provide the MRMC Pension Plan consultant's report that provides the impact of the proposed funding redirect on the required contribution increases to the MRMC Pension Plan.
3. For each participating entity in the MRMC H&W Plan, please identify which employers have withdrawn from the MRMC Pension Plan.
4. For each participating entity in the MRMC H&W Plan, please identify the entities whose contribution rates are not defined in a collective bargaining agreement with UFCW 663.
5. For each participating entity in the MRMC H&W Plan whose contribution rates are not defined in a UFCW 663 collective bargaining agreement, please state whether the Union’s proposed contribution holiday for the MRMC H&W Plan applies to these entities.
  - 5.A If the answer to the above question is “not applicable”, please also confirm whether there shall be any adjustment(s) to their contribution rates prior to March 31, 2025.
6. Is the Union agreeable to informing the Company in writing should the Union enter into a written agreement with any of the other participating entities that deviates in any way from the Union’s MRMC Pension and Health Fund proposal dated January 20, 2023?

Should the Union have a hardship with responding to this information request within the timeframe requested, please contact me directly so we can establish a reasonable timeframe that is mutually agreeable between the two parties.

Best regards,

A handwritten signature in black ink, appearing to read 'Casey Enevoldsen', written in a cursive style.

Casey Enevoldsen  
Vice President, Employee Experience

*cc: Lunds & Byerlys Management Committee consisting of Fred Miller, Mike MacRae, and Matt Montan*

## APPENDIX 1

Employer		Contributions	Contribution % of Total
ALMS	Almsted Enterprises, Inc.	\$113,219.66	0.260%
DRSK	Shorewood, Inc.	\$168,179.60	0.386%
EVRT	Everett's Foods, Inc.	\$55,578.72	0.128%
HAUG	Haug Enterprises Incorporated	\$1,012,488.68	2.324%
INGB	Ingebretsen's	\$14,209.52	0.033%
J&LE	J & L Enterprises	\$132,853.44	0.305%
JRYS	Jerry's Enterprise	\$7,758,909.56	17.809%
KING	Kings Super Markets, Inc.	\$365,373.42	0.839%
KNOW	Knowlan's Festival Foods	\$928,432.10	2.131%
KOWM	Kowalski's Market	\$2,528,058.75	5.803%
LUND	Lund Food Holdings, Inc.	\$10,711,171.71	24.586%
MATT	Wilson-McShane Corporation	\$37,708.40	0.087%
MOND	Mound Foods, Inc.	\$242,399.50	0.556%
OXEN	Oxendale Companies	\$149,107.30	0.342%
RCFS	Radermachers Cub Shakopee 1997 LLC	\$711,774.48	1.634%
S&RQ	S & R Quisberg, Inc.	\$1,170,015.15	2.686%
SLLC	Shorewood, LLC	\$550,248.22	1.263%
SOJM	Miners, Inc.	\$665,917.98	1.529%
SVCW	UNFI (Super Valu, Inc.)	\$14,505,129.17	33.294%
SWAN	Christopherson Meats Co & Swanson Meats, Inc.	\$720,047.35	1.653%
T&KF	T & K Foods, Inc.	\$253,482.54	0.582%
UFCW	UFCW Local 663	\$239,114.92	0.549%
WILL	Willston Corp	\$532,997.28	1.223%
<b>2022 Total Contributions</b>		<b>\$43,566,417.45</b>	<b>100.000%</b>