

Certain employer representatives have made false or misleading statements regarding ongoing contract negotiations in an apparent attempt to confuse members about the stability of our Union Health & Welfare Fund.

Here are facts to set the record straight.

What does the proposed Health & Welfare redirection mean?

Our Union Health & Welfare fund has a very healthy 10.9 months of reserves. As a Union, we have proposed that, at Lunds & Byerlys and Kowalski's, there should be approximately 2 months of a 'health insurance premium holiday' (i.e., the money that would normally pay for health insurance premiums can be used otherwise). That money should be negotiated in a way that puts the money in members' pockets (e.g., as a bonus). With the redirection, our Health & Welfare Fund would still have nearly 9 months of reserves.

Each employer and Union bargaining committee negotiates what to do with the redirected funds.

Why is the redirection being proposed and how much is it?

Those employers who are still in the Legacy Pension would put that money into the pension fund (e.g. UNFI/Cub).

This is not what is being proposed at Lunds & Byerlys or Kowalski's. As a Union, we need to negotiate how that money gets used at Lunds & Byerlys and Kowalski's.

At Kowalski's, it amounts to over \$400,000. At Lunds & Byerlys it amounts to over \$1.8 million. As a Union, we are proposing that this money goes into members' pockets.

What does "modernization" of the Health & Welfare Fund mean?

There have been conversations at the Health & Welfare Fund trustee level about changing the plan from a weekly contribution model to a monthly model as well as how this would impact eligibility. The Fund trustees have a meeting scheduled on May 18 to continue the conversation about what this might look like and the financial impacts.

Lunds & Byerlys and Kowalski's have failed to provide the required information to understand and consider their proposals. The full details are available at www.ufcw663.org/grocery.

DAY OF ACTION

**Support Good Local Jobs
That Serve Our Communities!**

SATURDAY, MARCH 25

2pm

LOCATION TBD!

<https://bit.ly/3-25RSVP>

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Local 663

