



March 21, 2023

Mr. Casey Enevoldsen
Vice President, Employee Experience, Lund Food Holdings, Inc.
Sent via email to Casey.Enevoldsen@lfhi.com

Dear Casey,

Re: Union Response to Lunds & Byerlys March 16, 2023 Letter Related to Union Information Requests

Your refusal to answer the Union's questions about Lunds & Byerlys (L&B) health and welfare proposal to withdraw from the MRMC Health & Welfare Fund (MRMC H&W Fund) raises serious questions about the company's credibility and whether L&B is engaging in bad faith bargaining. The Union continues to assert its rights to these information requests and offers the following responses and comments:

Requests for UMR/UHG information requested: L&B has stated in numerous documents that they will be offering provider networks through UMR/UHG that replicate the provider networks that are currently covered by the MRMC H&W Fund. This is a critically important issue to the Union in carrying out its representational duties to protect its members from experiencing severe provider disruption. It is the Union's understanding that L&B currently has no contract or business relationship with UMR/UHG. That is why the requested information is relevant, and the Union reasserts its original demand.

Union Question 5: L&B argues throughout its March 16, 2023 response that it objects to providing any information regarding employees outside the bargaining unit. The Union must remind L&B that the company proposed withdrawing from the MRMC H&W Fund and adding their union employees into their existing company health insurance program. As soon as L&B made their withdrawal proposal, they opened themselves up to these inquiries. Health and welfare benefits are mandatory subjects of bargaining. The costs of health and welfare benefits are relevant to collective bargaining. That is why the requested information is relevant, and the Union reasserts its original demand.

For the record, your unsolicited comments about the value of plan benefits and COBRA rates is not accurate. As Fred Miller, L&B's designated trustee on the MRMC H&W Fund knows, the board of trustees adopted new COBRA rates at the February 2023 board of trustees meeting. On May 1, 2023, the Part-time employee only coverage for medical will be \$747.98. Based on L&B's stated logic, this must mean that the MRMC H&W Fund benefits have greater value than the L&B company plan.

Union Question 6: The argument the Union makes in Question 5 above applies here as well. Your assertion that costs are irrelevant defies logic and suggests that L&B would bear any cost to provide health insurance to its employees. L&B further states that "information the Union should concern itself with is the level of financial exposure your members have through said plan". The Union agrees with that statement. The Union is totally focused on the financial exposure our members might experience if



our members were covered by the L&B company health insurance plan. The Union believes that financial exposure of the L&B company plan is a high risk, because the L&B company plan is smaller than the MRMC H&W plan which makes it more vulnerable to claims fluctuation and large catastrophic claims. Most likely, L&B will have to purchase stop loss insurance. Therefore, the Union's questions are relevant, and we reassert our original demand.

Union Question 7: The argument the Union made in Question 5 and Question 6 apply here as well. The Union reasserts its demand.

Union Question 8: L&B's answer is most troubling and symbolizes why the Union opposes L&B's proposal to withdraw from the MRMC H&W Fund. By "seeking to reserve the right to make changes or adjustments to this particular benefit", L&B exerts its right under the company proposal to arbitrarily and unilaterally reduce health and welfare benefits. Please confirm if this is your position.

Union Question 10: L&B's answer purposely deflects the question and offers hypothetical arguments in its defense. The argument that the Union made in Question 5 and 8 apply here as well. The Union reasserts its demand.

Union Question 11: The comment the Union made in Question 8 applies here as well. L&B stated emphatically in Question 8 that they "reserve the right to make changes or adjustments to this particular benefit". The Union understands L&B's position.

Union Question 12: L&B's answer confirms the Union's understanding of the company claims appeal process. "Not necessarily" means employees lose the due process rights they currently have under the MRMC H&W Fund.

Union Question 20: The Union's response in Questions 5 and 6 apply here. The Union reasserts its demand for this information.

Please provide all requested information and documents by the end of the day on March 24, 2023 or the Union will pursue a ULP charge with the NLRB.

Sincerely,

A handwritten signature in black ink, appearing to be "Rena Wong".

Rena Wong, President
UFCW Local 663