



March 24, 2023

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

Dear Casey,

Re: Union Continues to Seek Response on Information Requests from Lunds & Byerlys

Your refusal to answer the Union's questions about L&B's health and welfare proposal to withdraw from the Union plan 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 the highly relevant information and documents responsive to our information requests. The Union is not interested in signing the confidentiality agreement you propose because, as drafted, it limits us from sharing highly relevant information about bargaining proposals with our members. In other words, the confidentiality "agreement" would, if signed, substantially interfere with the Union's ability to represent its members.

L&B has stated in numerous documents that they will be offering provider networks through UMR/UHG (United HealthCare) that replicate the provider networks that are currently covered by our Union plan. However, it is the Union's understanding that L&B currently has no contract or business relationship with UMR/UHG. Our requests for information and related documents re: your RFP, contract and internal communications with UMR/UHG to support your statements – along with all the outstanding questions regarding the Company plan – remain unanswered by L&B. Your response that our information request is "overly broad and unduly burdensome" is yet another example of the ongoing and improper obstruction of the bargaining process, and it is unacceptable.

As you know, Health & Welfare is a critically important issue to the Union. Our members depend on healthcare, and it is a key component of compensation. We believe it is our duty as a Union under the NLRA to ensure members do not experience severe provider disruption, that we maintain affordable healthcare benefits and workers have a voice in decisions pertaining to their health & welfare.

Please provide the information and related documents that have been requested by close of business today.

Sincerely,

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

Rena Wong, President
UFCW Local 663