

Health & Welfare Counter Proposal (05/17/2023):

UFCW Local 663 and Lund Food Holdings, Inc. will execute a contract reopener no later than August 2023 for the exclusive purpose of negotiating a company-sponsored health and welfare benefit. Said benefit will be negotiated timely so the implementation of the plan can be achieved no later than January 1, 2024. Failure to reach agreement timely shall not prevent the Company from implementing and making available its company-sponsored benefit plan to its team members.

Should this counter proposal be unacceptable to the Union's bargaining committee, the Company would propose implementing its latest wage proposal at 80% of the stated wage rates for top/overscale with an effective date of March 6, 2023 and having the appropriate back pay issued no later than June 9, 2023. This is offered in good faith as a means of providing an interim increase in pay while the contract continues to be negotiated and a tentative agreement can be reached.

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*These proposals are offered in a good faith effort to reach negotiated agreements for our collective bargaining agreement with UFCW Local 663. We reserve the right to add to, subtract from or modify the terms of our proposals throughout the course of negotiations. Any proposals that are withdrawn by Lund Food Holdings, Inc. during the course of negotiations shall not be introduced as evidence or have any effect in any future bargaining, grievances, or arbitration hearings. Any proposal or any withdrawal or modification of a proposal does not constitute a waiver of any of our present rights. We reserve the right to add to, modify or delete proposals at any time. Any agreement as to a specific proposal is considered to be a tentative agreement subject to final agreement between Lund Food Holdings, Inc. and the Union concerning all matters related to these negotiations.*