

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Lund Food Holdings, Inc		b. Tel. No. (952) 915-3743
		c. Cell No. (612) 723-5963
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 4100 West 50th St. Edina, MN 55424	e. Employer Representative Casey Enevoldsen Vice President, Employee Experience	g. e-mail
		h. Number of workers employed 3,900
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocery Store	j. Identify principal product or service Grocery and meat products	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (a)(5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
See Attachment A.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food & Commercial Workers Union, Local 663, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code) 6160 Summit Dr N, Suite 600 Brooklyn Center, MN 55430		4b. Tel. No. (651) 262-8172
		4c. Cell No. (651) 262-8172
		4d. Fax No.
		4e. e-mail michaell@ufcw663.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food & Commercial Workers International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Michael LaCoste, Organizing Director

(Print/type name and title or office, if any)

Tel. No.
(651) 262-8172

Office, if any, Cell No.
(651) 262-8172

Fax No.

e-mail
michaell@ufcw663.org

6160 Summit Dr N, Suite 600
Address Brooklyn Center, MN 55430

Date June 22, 2023

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment A

Within the past six (6) months and continuing, Lund Food Holdings, Inc. has failed and refused to bargain in good faith with its employees' exclusive bargaining representative, UFCW local 663, by, among other acts and omissions:

- 1) Failing and refusing to provide information related to the Company's healthcare bargaining proposals;
- 2) Engaging in surface bargaining, including regressive bargaining that moved the parties further away from agreement, predictably unacceptable proposals, and proposals inherently destructive of union rights;
- 3) Dealing directly with bargaining unit members over pending bargaining proposals and bypassing the Union to the detriment of the bargaining process; and
- 4) Unlawfully interfering in internal union affairs, including but limited to surveillance, inducements, and coercion tending to undermine the union's role as exclusive representative.

1 **PROOF OF SERVICE**

2 *Lund Food Holdings, Inc.-and-*
3 *United Food and Commercial*
4 *Workers Union, Local 663*

5 EMILY A. HERO certifies as follows:

6 I am employed in the County of Los Angeles, State of California; I am over the age of
7 eighteen years and am not a party to this action; my business address is 6300 Wilshire
8 Boulevard, Suite 2000, Los Angeles, California 90048-5268. My electronic notification address
9 is eah@ssdslaw.com.

10 On June 22, 2023, I caused the foregoing document(s) described as **CHARGE**
11 **AGAINST EMPLOYER** to be served upon the person(s) below:

12 Casey Envoldsen
13 Vice President, Employee Experience
14 Lund Food Holdings
15 4100 West 50th Street
16 Edina, MN 55424

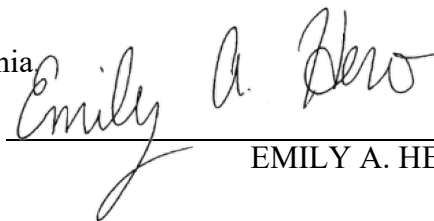
17 Jacob Multer
18 Marko Mrkonich
19 Noah Lipschultz
20 Littler Mendelson
21 1300 IDS Center
22 80 South 8th Street
23 Minneapolis, MN 55402

24 **BY E-MAIL:** I sent a copy of the above-described document(s) via e-mail to the
25 individual(s) set forth above.

26 **X** **BY PLACING FOR COLLECTION AND MAILING:** By placing the document(s)
27 for collection and mailing on that same date following the ordinary business practices of
28 Schwartz, Steinsapir, Dohrmann & Sommers LLP, at its place of business, located at
6300 Wilshire Boulevard, Suite 2000, Los Angeles, California 90048-5268. I am readily
familiar with the business practices of Schwartz, Steinsapir, Dohrmann & Sommers LLP
for collection and processing of correspondence for mailing with the United States Postal
Service. Pursuant to said practices the envelope(s) would be deposited with the United
States Postal Service that same day, with postage thereon fully prepaid, at Los Angeles,
California, in the ordinary course of business. I am aware that on motion of the party
served, service is presumed invalid if the postal cancellation date or postage meter date
on the envelope is more than one day after the date of deposit for mailing in the affidavit.
(C.C.P. §1013a(3))

I declare under penalty of perjury under the laws of the State of California that the
foregoing is true and correct.

Executed on June 22, 2023, at Los Angeles, California



EMILY A. HERO