**ULP Amendment**

Charging Party: Chelsa Nelson-Preble, UFCW Local 663

Case Number: 18-CA-320104

Filed: 6/22/2023 1:15PM

Within the past six (6) months and continuing, Kowalski’s Markets 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;
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.