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June 23, 2023

**VIA E-MAIL ONLY**

Casey Enevoldsen  
Vice President, Employee Experience  
Lund Food Holdings, Inc  
4100 West 50th St.  
Edina, MN 55424

**Re: Demand to Cease and Desist – Harassment, Interrogation,  
and Threats of Retaliation at Against Lunds & Beyerlys Employees**

Dear Mr. Enevoldsen:

Lund Food Holdings, Inc. ("Lunds") has repeatedly harassed, interrogated, and threatened retaliation against Lunds' employees for engaging in protected union activities. These actions blatantly violate of the National Labor Relations Act (the "Act"). ***We demand you cease this conduct immediately***, and we have requested NLRB Region 18 seek a Section 10(j) injunction to compel the Company to stop its unlawful behavior.

This conduct, which has continued unabated for over two months, is now being deployed to intimidate and coerce employees participating in the Union's internal ULP strike authorization vote and deciding whether to participate in a possible ULP strike at a later date. The Company's conduct is a flagrant violation of the Act. Participation in the authorization vote is both protected concerted activity and an internal union affair, thus any interference with this proceeding, including employer-provided transportation, is a violation of the Act. *Sewell-Allen Big Star, Inc.*, 294 NLRB 312, 368 (1989); *General Electric Company*, 150 NLRB 192, 276 (1967). Rides to the authorization vote from supervisors restrict employees' ability to make a free and fair choice and taint the vote process.

Lunds has also violated the Act by coercively interrogating employees with regard to their intention to engage in, and the extent of their engagement and support for, anticipated strikes and/or other concerted union activities. *Holyoke Visiting Nurses Assn.*, 313 NLRB 1040 (1994). At multiple stores, supervisors have polling and engaging in surveillance of its the employees' involvement in anticipated strike activity. Such conduct interfered with, restrained, and coerced employees in the exercise of their union rights guaranteed in Section 7 of the Act.

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Lunds' supervisors have further threatened employees to remove their Union buttons. Employees while at work have the right under the Act to wear on their clothing and/or uniforms Union insignia and Union messages on stickers or buttons, absent special circumstances. *Tesla, Inc.*, 371 NLRB No 131 (2022). The National Labor Relations Board has held that direct contact with customers is not a special circumstance. *In-N-Out Burger, Inc.*, 365 NLRB No. 39 (2017); *PSK Supermarkets, Inc.*, 349 NLRB 34 (2007).

The Company must cease and desist from its unlawful actions so that bargaining unit members can openly engage in activities of their Union without fear of retribution. We expect the Company to adhere to its legal obligations.

Sincerely,

A handwritten signature in black ink, appearing to read "Margo A. Feinberg". The signature is written in a cursive style with a large, sweeping flourish at the end.

Margo A. Feinberg

CC: Rena Wong, President, UFCW Local 663