



Brian L. String
President

United Food & Commercial Workers Union Local 152 CLC
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Secretary-Treasurer

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Lisa M. Sanders
Recorder

January 8, 2024

VIA REGULAR & CERTIFIED MAIL – RETURN RECEIPT REQUESTED

David Shaqfeh, President
Hanover Foods Corporation
1550 York Street
P.O. Box 334
Hanover, PA 17331

Mr. Shaqfeh:

I am writing you in reference to Arbitrator Buchheit’s Award dated January 3, 2024. As you are aware, the Award requires that Hanover Foods is to make whole all affected employees of the bargaining unit in Clayton, Delaware retroactively to January 1, 2023.

Hanover Foods proudly publicizes their Core Values of ‘integrity, transparency, and responsiveness’. As such, Local 152 anticipates that Hanover Foods plans to fulfill this obligation as soon as possible. In accordance with the Award, and to help facilitate resolution, Local 152 is prepared to work with Hanover Foods to ensure the calculations and adjustments are consistent with the terms in the Memorandum of Agreement executed by the parties on February 4, 2023.

I look forward to resolving this matter in a timely and professional manner. Please note if Hanover Foods fails to fulfill this responsibility, Local 152 will have no choice but to pursue any legal actions necessary to protect the rights of our members at Clayton.

Sincerely,

Daniel Ross, Jr.

Daniel Ross, Jr.
Executive Assistant to the President

DR:dmo

cc: Marla Gaskill, Vice President of HR (via email)
Rochelle Roberts, Human Resources at Clayton (via email)
Ernest Dunmore, Union Representative