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October 7, 2024

Via Email

Brad Clemens, President
Clemens Food Group, LLC
2700 Clemens Road
Hatfield, PA 19440

RE: UFCW Local 152 -and- Clemens Food Group/Kunzler & Company, Inc.

Dear Mr. Clemens:

This communication is in response to the WARN notice issued by Clemens Food Group on October 4, 2024 to the Kunzler & Company facility in Lancaster, Pennsylvania.

Local 152 first learned that Kunzler & Company was sold to Clemens Food Group on May 6, 2024. Negotiation sessions were held with the Company on May 21, 2024 and May 23, 2024 at which time the Company assured Local 152, in no uncertain terms, that it was Clemens Food Group's intention to make capital investments to the Lancaster plant and to maintain its full line of operations. The Company requested a break in negotiations until "late June or early July" for the specific purpose of conducting internal productivity evaluations in order to address the Union's proposals.

When the parties reconvened on June 26, 2024, the Company surprisingly announced that it was moving two lines of production out of the facility to other locations. Clemens also advised, for the first time, that contrary to its initial assurances of investments in the plant its intention was to sell the facility, with new assurances that this transaction would be with a "keen focus on a sale that would preserve workforce opportunities in the Lancaster area". Obviously, Local 152 now had little reason to accept such assurances at face value but remained hopefully optimistic for the future of their members and their families. Thereafter, the Company responded to the Union's requests for information by providing meaningless responses.

The parties last met several weeks ago, at which time the Union, on behalf of its members, provided Clemens with updated proposals for a successor agreement. Since then, the Company cancelled agreed-upon bargaining sessions and did not provide the Union with any response to its latest proposals despite giving assurances that it would. Further, Clemens advised that they are currently in negotiations with a buyer for the facility but continues to refuse to disclose the identity or provide any meaningful information.

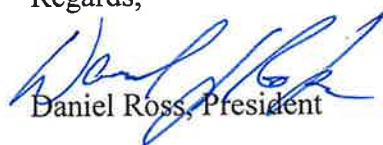
The Company's delays, inconsistent positions, and refusal to provide relevant information to the Union is completely unacceptable and belie the Company's assertion that it is an honest broker attempting to preserve jobs for the workforce in Lancaster.

On the morning of October 4, 2024 Clemens Food Group announced to over 145 union families that their employment at the Lancaster facility will cease on/about December 7, 2024. This business decision again calls into question the Clemens Food Group's assertions of ethics, honesty, and integrity.

I can only hope that Clemens Food Group has done its due diligence and is now prepared to properly compensate the hard-working members of Local 152 in a manner that rewards them for their many years of service building the Kunzler brand.

Rest assured that Local 152 will continue to advocate for its members and see to it that their interests are protected to the fullest extent allowable by law.

Regards,



Daniel Ross, President

cc: Brian Jackson, Esq. (*via email*)
Mark E. Belland, Esq. (*via email*)
David F. Watkins Jr., Esq. (*via email*)
Lisa Sanders, Recorder/Executive Vice President (*via email*)