



JAMES J. McLAUGHLIN - President, International Vice President

STAN E. CHAVIRA - Secretary/Treasurer

June 24, 2020

Mr. Ian Adams
Smith's Food and Drug
Human Resources
1550 S Redwood Road
Salt Lake City, UT 84104

Dear Ian,

The National Labor Relations Act entitles unions to all information necessary to represent members. This includes any and all information that will allow the union to negotiate a healthier and safer working environment. The UFCW is committed to ensuring the health and safety of all our members. It is beyond dispute that unions have extensive rights to information concerning any plans to protect their members and workers. Furthermore, there can be no dispute that unions are entitled to all information relevant to the union's ability to represent workers. *NLRB v. Acme Industry Co.*, 385 U.S. 432, 435-36 (1967) (citing *NLRB v. Truitt Mfg. Co.*, 351 U.S. 149 (1956)). Under these circumstances, we believe it is self-evident that the information requested is not merely necessary, but absolutely required to ascertain the potential exposure of other Employees, community members and appropriate next steps. We do not believe Smith's has fulfilled its responsibility with the information Local 99 has consistently requested.

We are requesting the following information be provided no later than Monday, June 29, 2020.

- 1) The total number of positive COVID-19 cases and the stores affected; including the job title, last location worked; last shift worked
- 2) The procedure to notify possible exposed employees
- 3) Any and all protocols, planning documents for COVID-19

Sincerely,

James J. McLaughlin
President
International Vice President

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