United Food and Commercial Workers Unions
And Contributing Employers
Legal Benefits Fund

911 Ridgebrook Road
Sparks, MD 21152-9451
Telephone: (410) 683-6500
Toll Free: (866) 662-2537
www.associated-admin.com

8400 Corporate Drive, Suite 430
Landover, MD 20785-2361
Telephone: (301) 459-3020
Toll Free: (866) 662-2537
www.associated-admin.com

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES OF THE UFCW UNIONS AND CONTRIBUTING EMPLOYERS LEGAL BENEFITS FUND OCTOBER 6, 2021 VIA VIDEO CONFERENCE

The following Trustees were present:

UNION TRUSTEES	EMPLOYER TRUSTEES
A. Hanson	W. Seehafer - Chairperson
T. Hipkins	J. Ferrer

Also present were:

J. Chorpenning - UFCW Local 27
M. Federici - UFCW Local 400
J. Herron – Associated Administrators, LLC
C. Hoffman- UFCW Local 400
J. Ianniello – Associated Administrators, LLC
S. Sanchez - Slevin & Hart, P.C.
B. Slevin - Slevin & Hart, P.C.

I. CALL TO ORDER

A quorum being present, the meeting was called to order.

II. MAINTENANCE OF BENEFIT (“MOB”)

Mr. Ianniello reported on the current cash flow and accrued assets and liabilities of the Fund and noted that the Fund office expects to have sufficient assets to pay all Fund service provider invoices received through October 2021. Mr. Ianniello provided an overview of the MOB contribution rate increases that would be required to ensure the Fund has sufficient assets to pay its accrued liabilities. The rate per eligible employee hired before January 1, 2014 would need to increase from $22.08 to $26, and the rate per eligible employee hired on or after January 1, 2014 would need to increase from $11.04 to $13.

The Trustees discussed offering the participating employers the option to either: (a) increase contribution rates to $26 per eligible employee hired before January 1, 2014, and $13 per eligible employee hired on or after January 1, 2014, for hours worked on and after October 1, 2021; or (b) make a single lump sum payment equal to the estimated difference between: (i) the contributions that would be payable for hours worked by the Company's eligible employees from October 1, 2021 – March 31, 2022 at the $26 and $13 contribution rates referenced above; and (ii) the contributions that would be payable for hours worked by the Company's eligible employees from October 1, 2021 – March 31, 2022 at the contribution rates currently in effect under the CBAs ($22.08 and $11.04) with the lump sum payment due by November 31, 2021.

After discussion, and on Motion made and seconded, the Trustees voted unanimous approval of the following resolution:

> **RESOLVED**, **to direct the Fund office to send a letter to participating employers by October 8, 2021 presenting the above two options and requesting a written decision from each employer by October 22, 2021.**

III. ADJOURNMENT

There being no further business to come before the Trustees, the meeting was adjourned.

Respectfully Submitted,

William Seehafer, Chairman

21040669v1