

United States Senate

WASHINGTON, DC 20510-4504

January 13, 2023

James P. Zallie
President & CEO, Ingredion Inc.
5 Westbrook Corporate Center
Westchester, IL 60154

Dear Mr. Zallie:

I write today to express my serious concern about Ingredion's refusal to bargain in good faith with its workers in Cedar Rapids, Iowa. These workers, represented by the Bakery, Confectionery, Tobacco Workers, and Grain Millers (BCTGM) Local 100G, have been on strike since August 1, 2022 – more than 23 weeks.

In Ingredion's September letter to the Cedar Rapids community, your company reaffirmed its goal "to reach an agreement that provides very competitive wages, comprehensive benefits, and improved working conditions."¹

However, my understanding is that instead of constructively negotiating an agreement with BCTGM, your company is attempting to penalize striking workers when they return to work. Further, Ingredion has also proposed cutting vacation time for many workers, forcing maintenance workers into 12-hour shifts with no overtime pay, and diminishing seniority. That is absolutely unacceptable. The time has come for Ingredion to bargain in good faith, and offer a contract that is fair and that is just, instead of trying to discipline or even fire striking workers for exercising their constitutional right to strike.

Let's be clear. This is not the first time your company has disregarded its duties under Federal labor law. In 2015, when Ingredion acquired the Cedar Rapids facility, Ingredion committed multiple unfair labor practices.²

Mr. Zallie: Ingredion is not a poor company. It is not going broke. Over the first nine months of last year, Ingredion made \$378 million in profits – a 656 percent increase over the same period in 2021. If your company can afford to pay you \$10 million per year and spend at least \$245 million on stock buybacks and dividends to enrich its wealthy shareholders, it can afford to provide workers with better wages, benefits, and working conditions.

I urge you to comply with your duty to bargain in good faith and offer your workers a fair contract.

Sincerely,



BERNARD SANDERS
UNITED STATES SENATOR

¹ <https://ir.ingredionincorporated.com/static-files/87d865c8-6ea0-414c-b58d-f922c89d208d>

² NLRB v. Ingredion Incorporated, (D.C. Cir. 2019).