

United States Senate

WASHINGTON, DC 20510

October 28, 2021

Steve Cahillane, CEO
Kellogg Company
1 Kellogg Square
Battle Creek, MI 49016

Dear Mr. Cahillane:

Over the past several weeks, we have been closely following the efforts of the Bakery, Confectionery, Tobacco Workers, and Grain Millers (BCTGM) workers who have gone on strike at the Kellogg's cereal plants in Battle Creek, Omaha, Lancaster, and Memphis. We write you today to express our strong support for their goals and to express our sincere hope that a fair contract will be reached as soon as possible between the Kellogg Company and BCTGM.

We have spoken with your employees who tell us they have asked for fair pay and benefits, equity, and basic protections on the job. We have been told that, in response, you and your company have threatened to move their jobs to Mexico. Further, that you have demanded that your hardworking, loyal employees give up their quality health care benefits, retirement benefits, and holiday and vacation pay. We must express our strong feelings that it would be absolutely outrageous to continue to levy threats such as these when engaging in good faith negotiations. It is un-American and unacceptable.

We also want to express our support for the workers' demands that Kellogg end the expansion of the two-tier system that allows you to pay new workers lower wages, higher health insurance premiums, and the denial of a pension. The new generation of Kellogg workers should have the same benefits as their predecessors.

Mr. Cahillane: During the peak of the global pandemic, in 2020, your company's profits grew by over 25 percent. In addition, it has been reported that your compensation was an extremely generous \$12 million last year. Let's be clear. Those company profits did not occur by accident. They occurred because your employees were on the job, working tirelessly in the midst of a pandemic, providing food security for families across the world. Now, at a time when Kellogg is making record profits, the company wishes to diminish the security and wellbeing of its workers, rather than improve them. That's just not right. Your employees deserve better.

In this moment, Mr. Cahillane, you can do the right thing – sit down with your workforce in good faith and bargain a fair contract that maintains Kellogg's character. You can maintain your reputation of being a good employer, a company where people are proud to work.

We urge you to end Kellogg's unfair negotiation and outsourcing practices. Kellogg's current and future workers deserve a decent contract.

Sincerely,



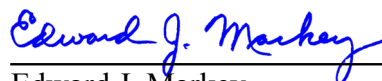
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United States Senator



Kirsten Gillibrand
United States Senator



Elizabeth Warren
United States Senator



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United States Senator



Tammy Baldwin
United States Senator



Cory A. Booker
United States Senator



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