

# Kellogg's

# LOCKOUT



MEMPHIS, TENNESSEE

## The FACTS

**I am an American worker** who has been locked out of my job at the Kellogg Memphis cereal plant. Kellogg, like so many other multinational companies before them, wants cheaper, disposable workers. This is a fight for the American worker, for working families, and for dignity, justice and respect.

### KELLOGG LOCKS THE DOORS

On Tuesday October 22, 2013 global cereal and snack giant Kellogg Company locked out BCTGM-represented workers at the company's Memphis cereal facility. The \$14 billion dollar company wants to replace steady, middle-class, full-time jobs with casual, part-time employees who would make significantly lower wages and substandard benefits. This will hurt these working families, the Memphis community, and ultimately, the company.

### LOCKED OUT. NOT ON STRIKE

Workers at the Memphis facility were locked out by Kellogg. These workers, members of Local 252G, want to work, have told the company they want to work, and are willing to return to their jobs as soon as possible. It is Kellogg that has locked the doors to the cereal plant and put more than 200 hardworking men and women out of work.

### COMPANY WANTS CASUAL, PART-TIME WORKERS

Kellogg has told its Memphis employees that the cause of the lockout is its desire to use "casual" labor in the cereal plant and to introduce "alternative" work schedules. These employees would be paid significantly less than current workers and would have substandard benefits. Why does a highly profitable \$14 billion dollar company want to replace steady, middle-class jobs with casual, part-time workers?

### KELLOGG IGNORES MASTER AGREEMENT

Kellogg and BCTGM local unions representing cereal workers at four plants in Memphis; Battle Creek, Mich.; Omaha, Neb.; and Lancaster, Penn. negotiate what is known as a "Master Agreement". This agreement covers a wide range of issues and has been in place for a half century. Certain issues are the subject of these Master negotiations while others are left to local negotiations. The subject of casual employees and alternative work schedules are subjects the parties have assigned to Master negotiations. During Master negotiations in 2005, 2009 and 2012 the Company proposed introducing casual workers and alternative work schedules. As part of the 2012 settlement, which is in force today, the Union agreed to discuss these issues with the company during their regular Union Advisory Committee meetings.

Ignoring the Master Agreement, Kellogg has insisted on these proposals in Memphis; effectively trying to obtain from its Memphis workers what it couldn't get in Master negotiations. In response to the Company's action, the local union has filed charges with the National Labor Relations Board.

### THE ULTIMATUM

Kellogg gave its workers in Memphis an ultimatum: agree to our proposals that will decimate your middle-class jobs, or you will be locked out. BCTGM local leaders and representatives from Kellogg cereal plants in Lancaster, Omaha, Battle Creek and London, Ontario attended a Local 252G membership meeting on October 21 to offer their full support and assistance to the Memphis workers, many of whom have worked for the company for over 20 years.

Kellogg Company is a **\$14 billion dollar company** that has picked a fight with its hard-working Memphis employees. By trying to replace their full-time employees with part time casuals, the Company is **eating away at America's middle-class**. Successful and profitable companies like Kellogg should be creating more full time employment for America's hard-working citizens, not helping to destroy America's middle-class jobs.



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Local 252G