

Congress of the United States
Washington, DC 20515

February 5, 2014

Mr. John A. Bryant
President and Chief Executive Officer
Kellogg Company
One Kellogg Square
Battle Creek, MI 49016-3599

Dear Mr. Bryant:

We write to urge a swift end to the dispute at the Kellogg Memphis cereal production facility and to express our constituents' concern about Kellogg's decision to lock out more than 200 workers from their jobs at the facility.

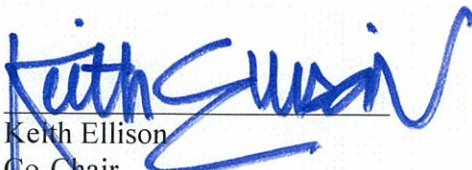
The damage wrought by the dispute is accumulating. The workers, over 80% of whom have at least 10 years of experience, have been locked out since October. Middle class jobs like these are economic and social linchpins in their community. Preserving and expanding a fairly paid, equitably managed workforce is in the interest of all parties, including Kellogg, the workforce and the community of Memphis. The potential for the workers to lose their livelihoods permanently because they seek better wages and fairer working conditions has drawn notice beyond the Memphis area.

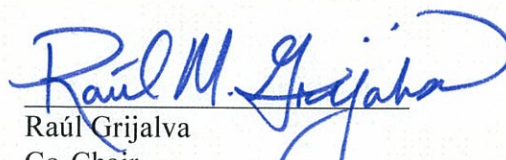
Kellogg's plan to create a new "workforce of the future" in which workers at the Memphis facility eventually will receive far fewer benefits and earn at least \$12,500 less per year (not including overtime) than current workers will adversely impact the community's middle class. Moving to a lower-wage workforce at Kellogg's Memphis facility will cost the local economy millions of dollars in revenue and undermine the community's tax base. The result will be fewer resources for public education and the delivery of important social services. Our constituents have contacted us about their desire to ensure this model does not take root or spread to their communities.

We respectfully urge Kellogg to reconsider its approach to resolving this dispute and reach a mutually agreeable solution. The current approach will not result in a positive ongoing relationship between the parties. We believe there are more amicable ways to reconcile the differences between the parties than denying dedicated workers access to their work site. Kellogg has provided good, stable, middle class jobs for decades. It can and should continue to do so.

Thank you for your consideration. We look forward to hearing from you.

Sincerely,


Keith Ellison
Co-Chair
Congressional Progressive Caucus


Raúl Grijalva
Co-Chair
Congressional Progressive Caucus