



*Bakery, Confectionery, Tobacco
Workers and Grain Millers
International Union*



September 25, 2015

LOCAL 3-G
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Brothers and Sisters,

By now you have received your letter in the mail from Bob and George. I have been told by some of you that you tossed it or shredded it before you read it. That is totally understandable, but in a nutshell, it states that now that the contract has been ratified, we collectively need to move forward to ensure the sustainability and success of the plant and to continue to make quality product. It finishes off with an invitation to an upcoming town hall meeting with the plant manager at a date to be announced. This is where I need your help.

For the past few years I have been pleading with plant management to help us help them. From firing casuals for simple mistakes resulting in "no call, no shows", to employees that are hurt at work that are treated like second class citizens when they need to miss time. I have asked to address the excusal policy so that more people can get some time off, with no success what so ever. I have repeatedly asked to address some guidelines for forced overtime, so that the unnecessary overtime could be avoided. We have been forced to arbitrate some black and white contractual issues that have always been followed in the past. We have been repeatedly misled at monthly labor relations meetings about when hiring would occur, even to the point that our HR manager stated that those meetings are merely open discussions with a business update and have no binding agreements what so ever. That is another example of straying from decades of working together with plant management in that forum. We have supervisors that have gotten away with making derogatory remarks to employees, and even when escalated, they are ignored.

We have an ongoing issue with the new contract as the company is taking the position that parts of our supplemental contract simply "go away" even though it was not bargained at the table. The company has refused to hire for the retirements that have taken place and therefore left us in a situation where forced overtime is a daily occurrence whether we have call ins or not. To top it off, they have refused to add the bids that were earned through the annual job review process, which was to take place back in April. This is merely a portion of the issues that keep me up at night, trying to figure out ways to convince our management team that we do want to work hard and be the most efficient work force we can be, if they would just cooperate just a little. Just treat us like human beings and not just liabilities on the spread sheet. Treat us as they would their own family members, the way they used to.

The last straw for me and the reason I felt this letter needed to go out to each and every one of you, took place last Friday while discussing job review and again reiterating the low morale of this plant, and the affects it is having on the business. I was quite simply told that no one here is unhappy. No one here is overworked. All employees here are engaged and willing to help out with whatever. I was told that the only people that seem to have any issues are the members of the executive board and that we are rude and disrespectful. I was floored.

What I am asking is that whenever these town hall meetings take place, I need the members to speak their mind. I am not asking you to say how I feel; I am asking you to say exactly how you feel. I have only scratched the surface of the issues that seem to point to the union being completely irrelevant in the eyes of management. Bring in your own issues and your own passions about what needs to be done in order to return this plant to the best plant that we know it can be. We all know that together we can be the absolute best and bring back the pride and the passion of making cereal for the best cereal company in the Cereal City capital of

the world. But we need them to help us by seeing us as partners in the business and not the enemy that is here to hinder their profits.

The people down town are convinced that I am the problem. Claiming that all of you want to help out but I keep you from doing so. That employee morale is only low because of that barbaric stubborn union president who only wants things his way no matter what the outcome would be. If that is how you feel then by all means share that with them. Allii am asking is that you share. Good, bad, and ugly, speak your mind. It may be the last chance you have to do so.

I know that I came here as a fourth generation Battle Creek plant Grain Miller, and I was never so proud to see the joy in my Great Grandfather's face when I told him I was getting hired. I want to restore the pride here. I want to be able to go out into our community and proudly tell people where I work. I want to recruit my friends and family to come work here. I know that most of you do as well and together we can bring this plant back to greatness.

In Solidarity,

A handwritten signature in cursive script that reads "Trevor Bidelman".

Trevor Bidelman

President/Business Agent