



BCTGM LOCAL 252G

Bakery, Confectionery, Tobacco Workers & Grain Millers | Memphis Plant

BARGAINING UPDATE

Status of Effects Bargaining with the Company

Official Communication from Your Elected Leadership

Brothers and Sisters,

Your elected leadership wants to keep every member informed about the current status of our effects bargaining discussions with the Company.

Throughout this week, it has become increasingly clear that the Company has shown little interest in engaging in meaningful, good-faith negotiations regarding the effects of its planned workforce reductions. Rather than working collaboratively to minimize the impact on our members, the Company has continued to advance proposals and positions that disregard the seniority rights and contractual protections that have been negotiated over many years.

The Company's actions indicate an intent to overlook seniority and ignore the clear language of our Collective Bargaining Agreement. Seniority is one of the fundamental principles of our contract. It is not optional, and it cannot simply be set aside because it is convenient for management.

Your Union Bargaining Committee has remained at the table, prepared to negotiate solutions that protect our members' jobs, preserve bargaining unit work, and ensure the Company complies with its contractual obligations. Unfortunately, the Company's conduct this week has not reflected the good-faith bargaining that our members deserve.

Let us be clear: BCTGM Local 252G will continue to vigorously defend the rights of every member. We are carefully documenting the Company's actions and will pursue every contractual and legal remedy available if the Company proceeds in violation of our agreement.

We ask all members to remain united, stay informed, and continue supporting one another during this process. Unity has always been our greatest strength, and it will continue to be as we stand together to protect our jobs, our contract, and the seniority rights that generations of members have fought to secure.

We will continue providing updates as developments occur.

In Solidarity,

BCTGM Local 252G Leadership