

United States Senate  
WASHINGTON, DC 20510

September 16, 2021

Dirk Van de Put  
Chief Executive Officer  
Mondelez International  
100 Deforest Avenue  
East Hanover, NJ 07936

Dear Mr. Van de Put:

We write to urge Mondelez International, Inc. (“Mondelez”) to negotiate a fair contract with the more than 1,000 Bakery, Confectionary, Tobacco Workers, and Grain Millers’ International (BCTGM) workers across the country, and specifically those from Local Chapter 42 in Atlanta, Georgia who work in the Nabisco distribution center in Norcross, Georgia.

As you are aware, last month, BCTGM Local 42 joined BCTGM workers across the country in a strike at the Norcross, Georgia Nabisco distribution center, which is owned and operated by Mondelez. These workers have expressed a number of concerns, and to date, despite ongoing discussions, the workers do not believe their concerns have been resolved.

Despite massive challenges and safety concerns, workers at the Norcross facility did exemplary work to meet the growing demands of Mondelez and its customers during the coronavirus pandemic. Many workers, for example, report taking on 16-hour shifts each week to meet the high work demands. In the second quarter of 2021, Mondelez generated more than \$1.1 billion in net profits,<sup>1</sup> and we believe strongly that Mondelez’s workers should share in that prosperity that they helped to generate for the company.

Following the expiration of their union contracts in May 2021, more than 1,000 Mondelez workers across the country have gone on strike, protesting proposed changes to their work schedules. Mondelez’s workers in Norcross have particularly raised concerns regarding new provisions pertaining to overtime pay. This ongoing uncertainty has a significant cost for both Mondelez and its workers, and every day that passes without resolution deepens this burden for all parties.

Mondelez first opened their factory in the region decades ago, with generations of Georgians walking through their facility’s doors to good-paying union jobs. These positions allowed Georgia’s families and communities to thrive. Still, American companies must continue to invest in their workforces and their communities to ensure long-term stability, resiliency, and success.

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<sup>1</sup> <https://ir.Mondelez.com/static-files/87b3a0fd-6f6c-4222-bfe2-fcdb5a194b6e>

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We understand that contract negotiations have started this week, and we encourage the company to negotiate in good faith. It is our sincere hope that parties can negotiate a workable contract, which results in a settlement that treats Mondelēz workers fairly and equitably.

We believe in the dignity of work. As such, we are confident that if negotiations take place in good faith, a resolution is possible that will preserve the dignity of work for Mondelēz's workers, ensure economic prosperity for Mondelēz and the Nabisco distribution center in Norcross, and resolve this ongoing dispute that is creating a strain on the Norcross community.

We are encouraged by the recent developments that resulted in a tentative agreement. And we sincerely hope Mondelēz continues to work efficiently and bargain with workers to reach an agreement that will provide current and future employees fair work hours and wages, provide competitive benefits, and eliminate barriers to employment opportunities.

Sincerely,



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Reverend Raphael Warnock  
United States Senator



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Jon Ossoff  
United States Senator



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Carolyn Bourdeaux  
Member of Congress