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### BCTGM Solidarity Statement

We, the South Carolina AFL-CIO, stand with the food workers of the BCTGM Local of Memphis, TN, who were locked out of their workplace and out of their livelihoods on October 22<sup>nd</sup>, 2013.

We believe it extremely important to note that this is not an act resulting from the workers demanding more from the company, but merely an attempt by Kellogg to pay less, and reduce middle-class citizens, who have supported the company for many years, to the level of the working poor. The company's current proposal would effectively replace every term negotiated on a NATIONAL level. A company press release touts the fact that it received a top score from the Human Rights Campaign, based on its benefits, inclusive work environment, philanthropy and community engagement; meanwhile hundreds of workers have been cut out of their job agreement, a move that hurts the Memphis community.

We recognize that Kellogg is a \$14 billion industry which over the last six years has paid \$55 million just to its CEO. We also see that Kellogg is using a stock buy-back program which has cost the company \$3.5 billion since 2010, and will mostly benefit the largest shareholders who own millions of shares.

We furthermore recognize and support full employment and training, which is essential to building unity among the unemployed workers struggling to hold on to the American Dream.

And we should all remember the words of great American author James Baldwin who once wrote to political activist Angela Davis, "If they take you in the morning, they will be coming for us that night."