

FREQUENTLY ASKED QUESTIONS

about returning to work during the strike

1. Can I choose to return to work during a strike?

Yes. Although the Union made the decision to strike, you have the right to decide whether you want to return to work.

2. Can the Union stop me from returning to work?

No. However, you should be aware that under the International Union's constitution the union may attempt to fine you for refusing to participate in a strike authorized by the Union.

3. Can I do anything to avoid being fined?

Yes. The Union cannot bring charges against or fine non-members, so if you resign from the Union, you cannot be fined for refusing to participate in a strike. You can resign at any time from the Union. The decision whether to resign from the Union is your choice and only your choice.

4. How can I resign from the Union?

Generally, you can resign from a union by (1) hand delivering your resignation to the Union; (2) sending a resignation letter to the Union by certified mail (return receipt requested), or (3) sending a letter to the Union that is properly addressed with sufficient postage. You may also want to retain a copy of your resignation letter and proof of when and how the letter was submitted to the Union.

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5. If I decide to return to work, will it affect my wages, benefits, or seniority rights?

No. You will currently continue to receive the wages and benefits you had before the strike, and your seniority rights are protected as if there had been no strike. Kellogg will continue to apply the terms and conditions in the collective bargaining agreement unless those terms and conditions change by agreement with the union or following an impasse in negotiations.

6. Will I be fired for crossing the picket line when the strike ends?

A: Absolutely not. Employees cannot and will not be terminated for exercising their legal right to work during a strike.

7. Do I have to be in the Union to have my job with Kellogg?

No. If you work in Tennessee, Nebraska, or Michigan, you are in a “right to work” state, so you cannot be forced to be a member of the Union or to pay any dues as a condition of your employment.

The answer is similar if you work in Pennsylvania. No employee can be forced to be a union member subjected to internal union discipline charges, rules, or fines. Employees may resign their union membership at any time. However, you may be required to pay a portion of union dues directly related to representational duties. The Union must tell non-members this financial core amount. But since you’d be a non-member, you are not subjected to union rules or fines.

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8. Do I need to rejoin the Union to keep my job when the strike ends?

No. The Union cannot force Kellogg to terminate you, and you'll continue to maintain the same seniority and receive the same wages and benefits. The Union must represent you in collective bargaining negotiations, and you will have the same wages and benefit terms as members under any collective bargaining agreement between Kellogg and the Union. It's also unlawful for anyone to threaten you regarding your decision to be or not be a union member.

9. When will the Company resume my pay and benefits that have been deactivated as the result of the strike if I elect to come back to work?

Your pay and benefits will be activated immediately upon your return to work. You will be paid according to normal pay periods, just like before the strike.

10. Is it safe to cross the picket line?

Yes. We currently have employees that have returned to work without incident. We have taken extensive measures to make sure that continues to be the case and to ensure everyone's daily safety. We have made arrangements with security, a remote parking lot, and shuttle buses to ensure safe passage to/from work. In addition, if any employee feels they have been subjected to unlawful threatening behavior in an effort to make them feel that it is unsafe to come to work, they should contact HR immediately, and we will respond appropriately.

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11. How can I indicate my interest in returning to work during the strike?

You can contact the Human Resources Manager at your plant. If you are not sure of the direct number, you can call the plant and ask for HR.