

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

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**FRANK HURT**  
INTERNATIONAL PRESIDENT

August 18, 2011

Mr. Dave Berg  
President & CEO  
American Crystal Sugar  
101 North 3<sup>rd</sup> Street  
Moorhead, MN 56560

Dear Mr. Berg:

Throughout my many years of leadership of the BCTGM International Union, I have rarely seen a company act as boldly and unfairly against its workers as American Crystal Sugar. Our members have devoted their professional careers to the success of your company and for that loyalty they have had their lives harshly thrown in to turmoil, uncertainty and hardship.

Your unnecessary strike against your employees has severely undermined one of the most productive and effective labor-management relationships I have ever known; one that benefited both the company and its workers and stretched from the factory floors to the corridors of government in Washington, DC.

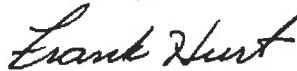
Your company's decision to take this outrageous action threatens this Union's support for legislation and other public policy initiatives that are crucial to the profitability of the company and that of the farmers who produce the crops that keep your processing facilities in business. Certainly you would not expect our members to go to bat for a company that takes the profits they helped create and turns right around and declares war on them.

Your game plan to save some production costs from now until harvesting time is as sinister as anything I have seen from a heretofore reputable employer. The indignity you have heaped upon your devoted employees will be remembered well into the future and long after this dispute is resolved.

To carry on this charade any longer simply to squeeze more profits off the backs of your employees would be a travesty and will have far reaching and adverse consequences for the company, the farmers, the workers and the communities involved. I strongly suggest you **immediately** end the company's strike against your workers and meet with their union representatives to negotiate, in good faith, a fair and equitable collective bargaining agreement.

I look forward to your timely response.

Sincerely,



Frank Hurt  
International President

FH:kfh

cc: Executive Officers  
International Vice President Steve Bertelli  
BCTGM Locals 167G, 265G, 267G, 269G, 372G  
AFL-CIO President Richard Trumka  
AFL-CIO Government Affairs Director Bill Samuel  
Minnesota AFL-CIO President Shar Knutson  
North Dakota AFL-CIO President/Secretary-Treasurer David Kemnitz  
Governors Mark Dayton and Jack Dalrymple  
U.S. Senators Amy Klobuchar, Al Franken, Kent Conrad and John Hoeven  
U.S. Representatives Collin Peterson, Rick Berg, Keith Ellison, Betty McCollum and Tim Walz