

## **AN APPEAL BY FAITH LEADERS TO MR. DIRK VAN DE PUT, CEO OF MONDELEZ INTERNATIONAL AND THE BOARD OF DIRECTORS: NABISCO WORKERS DESERVE ECONOMIC JUSTICE**

We are religious leaders from many faith traditions who believe that all persons have dignity and worth. The social teachings of our faith groups affirm the right of workers to associate freely in the workplace, to bargain collectively and to maintain effective unions to represent their just concerns and to enhance community life.

Mondelez International, based in Deerfield, Illinois, has operations in countries around the world, making various brands of snack foods. One of these snacks is Oreos, produced under the Nabisco Brand Name.

Since February 29, 2016, nearly 2000 Nabisco workers making Oreos and other Nabisco products who are represented by the Bakery, Confectionary, Tobacco and Grain Millers International Union (BCTGM) at baking facilities in Atlanta, GA; Chicago, IL; Fairview, NJ; Portland, OR; Denver, CO; and Richmond, VA, have been working without a new contract.

Based on the social teachings of our faith groups, we believe that Mondelez International has a moral responsibility to treat its workers with dignity and respect; especially, when business conditions fluctuate, and management seeks to cut costs through personnel adjustments.

Prior to the start of the negotiations in May of 2015, Mondelez demanded that workers in Chicago concede \$46,000,000 annually on an ongoing basis as a way to keep their jobs from being sent to your new facility in Salinas Mexico where workers are paid just over one dollar per hour. This amounted to a 60% reduction in wages and benefits. The company transferred the 600 jobs from their Chicago bakery to their new Mexican facility by mid-year 2016. In the meantime, the corporate CEO in compensation alone was averaging over twenty million dollars annually.

In the same way, we understand that your company has demanded that the workers abandon the negotiated defined benefit pension that the company has participated in for nearly 60 years in exchange for savings accounts. This too raises profound moral concerns.

We call on you to maintain the company's commitment to its longtime workforce and not suddenly change the covenants ratified over many years between BCTGM and Mondelez/Nabisco.

Furthermore, these demands for serious changes in the union contract by your company have taken place after the outsourcing of 600 jobs from the Chicago plant to Salinas, Mexico. A report issued by the IWJ (Interfaith Worker Justice) shows the emotional effects of outsourcing on the human persons whose jobs have been or could be outsourced. Moreover, research shows that the wages and benefits paid workers in Salinas continue to be just about 5% of what U.S. BCTGM bakery workers earn. Again, from a moral perspective, we as faith leaders cannot emphasize enough the unethical dimensions of this action by your company and its effect on local communities.

We call on Mondelez International to negotiate a new contract with BCTGM that maintains health care benefits and a pension plan that would provide for the retirement security of the workers. Furthermore, jobs should not be outsourced to Mexico as a way to evade the promises made by your company to its workers in the United States.

We would request the opportunity of meeting with you or your representative so that we can address our concerns to you and members of the board of directors directly.

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MONDELEZ/NABISCO, AND BOARD OF DIRECTORS: NABISCO  
WORKERS DESERVE ECONOMIC JUSTICE**

**Rev. Ben Adams**, Holy Trinity Lutheran Church (Chicago, IL)  
**Rev. Catherine Allard**, Meridian United Church of Christ (Wilsonville, OR)  
**David Allison**, One Love (Rego Park, NY)  
**Rev. Vince Amlin**, Bethany United Church of Christ (Chicago, IL)  
**Rabbi Benjamin Barnett**, Havurah Shalom (Portland, OR)  
**Rabbi Renee Bauer**, Jewish Social Services of Madison (Madison, WI)  
**Rev. Kelli Beard**, Holy Covenant United Methodist (Chicago, IL)  
**Robert H. Belcher**, Faith Labor Committee Member, Portland Jobs with Justice (Portland, OR)  
**Rabbi Phyllis Berman**, Jewish Renewal  
**Rev. Betty Jo Birkhahn-Rommelfanger**, United Methodist (Skokie, IL)  
**Nina Blackmon**, Leader, Church of God in Christ  
**Erica Blunt**, Liberty International Church (Atlanta, GA)  
**Rev. Laura Bogle**, Unitarian Universalist (Maryville, TN)  
**Rabbi Jill Borodin**, Congregation Beth Shalom (Seattle, WA)  
**Keith Bragg**, Associate Minister, Glendale Community Bible Church (Richmond, VA)  
**Ella Brown**, Higher Dimension Church (Houston, TX)  
**Daniel A. Brown**, Convener, Peace and Justice Commission of St. Philip Neri (Portland, OR)  
**Cantor Shoshana Brown**, Temple Beth El (Fall River, MA)  
**Rev. Ann Brunger**, Retired Clergy, Presbyterian Church U.S.A (Maryville, TN)  
**Pearlie Byrd**, Liberty International Church (Atlanta, GA)  
**Edward Cappel**, Parkview Community Church (Orland Park, IL)  
**Patrick Carolan**, Executive Director, Franciscan Action Network (Washington, DC)  
**Curtis Claiborne**, Trustee, Grayland Baptist Church (Richmond, VA)  
**Rev. William T. Corcoran, Ph.D.**, St. Elizabeth Seton (Orland Hill, IL)  
**Rev. Jason Coulter**, Ravenswood United Church of Christ (Chicago, IL)  
**Sr. Carol Crepeau**, Congregation of St. Joseph (La Grange Park, IL)  
**Alan Crawford**, Desert Hills Lutheran Church (Green Valley, AZ)  
**Sr. Patricia Crowley**, Benedictine Sisters of Chicago (Chicago, IL)  
**Rev. Thomas Cutts**, American Clergy Leadership Conference (Marietta, GA)  
**Rev. Sandra Decker**, SEIU 503, Strike Debt Portland (Portland, OR)  
**Sr. Kathleen Desautels.**, Sisters of Providence (Chicago, IL)  
**Rev. Michael DeTemple**, St. Vincent Ferrer Parish (River Forest, IL)  
**Beverly Dickerson**, Liberty International Church (Atlanta, GA)  
**Rabbi Yossef Arbaim Dini**, Beyt Rambam Congregation (New York, NY)  
**Gwangi Dorsey**, Intercessor, Miller Grove Baptist (Union City, GA)  
**Father Larry Dowling**, St. Agatha Catholic Church (Chicago, IL)  
**Rabbi George B. Driesen**, Senior Scholar, Adat Shalom Reconstructionist Congregation (Bethesda, MD)  
**Sr. Frances Dutil**, Congregation of St. Joseph (La Grange Park, IL)  
**Rev. David Dyson**, Pastor Emeritus, Lafayette Ave. Presbyterian Church (Brooklyn, NY)  
**Senior Pastor Greg Edwards**, Resurrected Life Community Church (Allentown, PA)  
**Rabbi Laurence Edwards**, Congregation Or Chadash (Chicago, IL)

**Jean Eilers**, Co-Chair, Faith and Labor Committee, Portland Jobs with Justice (Portland, OR)  
**Rabbi Bruce Elder**, Congregation Hakafa (Glencoe, IL)  
**Rabbi Barat Ellman** (Brooklyn, NY)  
**Pastor Greg Fann**, Liberty International Church (Atlanta, GA)  
**Rabbi Michael Feinberg**, Executive Director, Greater New York Labor-Religion Coalition (New York, NY)  
**Rabbi Fern Feldman** (Seattle, WA)  
**Rabbi Zev-Hayyim Feyer**, Tongva Valley Hassidic Center (Claremont, CA)  
**Rabbi Brian Field**, Judaism Your Way (Denver, CO)  
**Rabbi Jeff Foust**, Spiritual Life Center, Bentley University (Newton, MA)  
**Father Ted G. Frison**, Archdiocese of Portland (Portland, OR)  
**Sherrill Futrell**, Davis United Methodist Church (Davis, CA)  
**Rabbi Laura Geller**, Rabbi Emerita, Temple Emanuel of Beverly Hills (Beverly Hills, CA)  
**Rev. Theresa Gevurtz**, Chaplaincy Institute (Portland, OR)  
**Maggid Andrew Gold**, Aleph Alliance for Jewish Renewal (Las Vegas, NM)  
**Rabbi Sara Goodman**, Central Conference of American Rabbis (Santa Monica, CA)  
**Bro. Michael Gosch**, Viatorian Community (Chicago, IL)  
**Rev. Dr. Larry Greenfield**, Parliament of the World's Religions (Chicago, IL)  
**Rabbi David Greenstein**, Congregation Shomrei Emunah (Montclair, NJ)  
**Rabbi Suzanne Griffel**, Sinai Temple (Chicago, IL)  
**Senior Pastor Dr. Charles A. Harper III**, Paradise Community Church in Grove Oak (Atlanta, GA)  
**Daniel Harris**, St. Bernadette Parish (Drexel Hill, PA)  
**Rabbi Edwin S. Harris**, Playa Vista Jewish Community (Playa Vista, CA)  
**Rabbi Maurice Harris**, Reconstructing Judaism (Glenside, PA)  
**Rabbi Jill Hausman**, Actors' Temple, Congregation Ezra Israel (New York, NY)  
**Rev. C.J. Hawking**, Arise Chicago and Euclid Avenue United Methodist Church (Oak Park, IL)  
**Conrad Hempel**, Elder, Southfield Community Church (Farmington Hills, MI)  
**Karen McLean Hessel**, M. Div., Board Member, Interfaith Worker Justice (Cape Elizabeth, ME)  
**Rev. Timothy Hoekstra**, Suburban Life Community Church (La Grange Park, IL)  
**Senior Pastor Dr. LaReese Howell**, Retired USAF Staff Chaplain, New Horizons In Faith Ministries (Fairburn, GA)  
**Rev. Sally Iberg**, United Church of Christ (Evanston, IL)  
**Pastor Martin L. Jakes, Sr.**, Light of the World Church International, Inc. (East Point, GA)  
**Rev. Sarah Jay**, American Baptist Churches of Metro Chicago (Chicago, IL)  
**Rev. Juyeon Jeon**, Epworth United Methodist Church (Chicago, IL)  
**Pastor Danita Jones**, South Fulton Ministerial Alliance (Fairburn, GA)  
**Rev. Dr. Robert Jones Jr.**, Mt. Carmel Missionary Baptist Church (Chicago, IL)  
**Rev. Shanan Jones**, The Gathering Baptist Church (Atlanta, GA)  
**Ann Joseph**, United Methodist Church (Chicago, IL)  
**Rabbi Raachel Jurovics**, Yavneh: A Jewish Revival Community (Raleigh, NC)  
**Rabbinic Pastor Shayndel Kahn**, Chaplain (Haverhill, MA)  
**Rabbi Rachel Kahn-Troster**, T'ruah: The Rabbinic Call for Human Rights (Teaneck, NJ)  
**Pastor Lamar Kennedy**, New Zion Ministries (Portland, OR)  
**Pastor Chancey King**, Greater Works Tabernacle (Conley, GA)

**Rev. Fred Kinsey**, Unitey Lutheran Church, ELCA (Chicago, IL)  
**Rabbi Jonathan Klein**, Clergy and Laity United for Economic Justice (Los Angeles, CA)  
**Sr. Marilyn Kofler**, Sisters of Providence (Chicago, IL)  
**Rabbi Cherie Koller-Fox**, Chapel Havurah (Newton, MA)  
**Rabbi Debra Kolodny**, Portland's UnShul (Portland, OR)  
**Rabbi Mark Kula**, Bet Shira (Miami, FL)  
**Presiding Bishop Aaron Lackey**, United Churches of God in Christ, Inc. (Fairburn, GA)  
**Rev. Dr. Ken Brooker Langston**, Disciples Justice Action Network (Annapolis, MD)  
**Rabbi Alan LaPayover**, Reconstructionist Rabbinical College (Philadelphia, PA)  
**Pastor John Lawton**, Ambassadors for Christ, United Churches of God in Christ, Inc. (Hiram, GA)  
**Will Layng**, Board Member, Interfaith Worker Justice (Portland, OR)  
**Rabbi Elias Lieberman**, Falmouth Jewish Congregation (East Falmouth, MA)  
**Rev. Michael Livingston**, The Riverside Church, NYC (New York, NY)  
**Rev. Albert E. Love**, The Voter Empowerment Collaborative (Atlanta, GA)  
**Rabbi Paula Marcus**, Temple Beth El (Aptos, CA)  
**Rabbi Jeffrey Marker**, Ohalah, Rabbinical Assemble (Brooklyn, NY)  
**Rabbi Dr. Susan Marks**, New College of Florida (Sarasota, FL)  
**Rabbi Brian Zachary Mayer**, Religion Outside the Box (Portland, OR)  
**Rev. Terence Mayo**, Metropolitan AME Church (Mount Rainier, MD)  
**William McCarthy**, Westchester Community Church UCC (Westchester, IL)  
**Prof. Joseph A. McCartin**, Executive Director, Kalmanovitz Initiative for Labor and the Working Poor, Georgetown University (Washington, DC)  
**Lance McCold**, Unitarian Universalist (Knoxville, TN)  
**Pastor Timothy McDonald**, First Iconium Baptist Church (Atlanta, GA)  
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**Rev. Kevin McLemore**, Epiphany United Church of Christ (Chicago, IL)  
**Rev. Joseph McMahan**, Catholic Archdiocese of Portland (Portland, OR)  
**Fr. Douglas McNeill**, PeterCares House (Greenbelt, MD)  
**Rev. Carol McVetty**, American Baptist Churches of Metro Chicago (Chicago, IL)  
**Sr. Rose Mary Meyer**, Sisters of Charity, Blessed Virgin Mary (Chicago, IL)  
**Joe Modeste**, Retired Catholic Teacher, Toronto Catholic District School Board (Ajax, Ontario)  
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**Father Jack Mosbrucker**, Retired Priest, St. Therese Parish (Portland, OR)  
**Sr. Patricia M. Murphy**, Sisters of Mercy (Chicago, IL)  
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**Fr. Don Nevins**, St. Agnes of Bohemia (Chicago, IL)  
**Sr. Rose Therese Nolta**, Holy Spirit Missionary Sisters, USA-JPIC (Northfield, IL)  
**Fr. Robert Oldershaw**, St. Nicholas Church (Evanston, IL)  
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**Pastor Sinclair Oubre**, St. Francis of Assisi Catholic Church (Orange, TX)  
**Sister Lucinda Peightal** (Portland, OR)  
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**Rev. Jeffrey Phillips**, United Church of Christ (Lombard, IL)  
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**Imam Arun Polozani**, Albanian American Cultural Center (Riverdale, NJ)  
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**Rabbi Michael Rothbaum**, Congregation Beth Elohim (Acton, MA)  
**Rabbi Ruhi Sophia Rubenstein**, Temple Beth Israel (Eugene, OR)  
**Sr. Joellen Sbrissa**, Congregation of St. Joseph (La Grange Park, IL)  
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**Pastor Vandy Simmons**, Antioch African Methodist Episcopal Church (Stone Mountain, GA)  
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**Sr. Rita Stalzer**, Congregation of St. Joseph (La Grange Park, IL)  
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**Nancy Stewart**, Lay Leader, United Church of Christ (Knoxville, TN)  
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**Norine Sweeney**, Glendale Community Bible Church (Richmond, VA)  
**Rev. Dr. Michael P. Szpak** (Retired), Baltimore Washington United Methodist Conference (Silver Spring, MD)  
**Rev. Lisa Telomen**, First United Methodist Church of La Grange (La Grange, IL)

**Rabbi David A. Teutsch**, Professor Emeritus, Reconstructionist Rabbinical College (Wyncote, PA)  
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**Rev. Dr. Oscar Varnadoe III**, United Church of Christ (Chicago, IL)  
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**Rabbi Sheila Weinberg** (Philadelphia, PA)  
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**Tena Willemsma**, Religious Leaders for Coalfield Justice (Winchester, VA)  
**Rev. Willie Wilson**, Senior Pastor, Union Temple Baptist (Washington, DC)  
**Rev. Dexter Wimbish**, Past General Counsel, Southern Christian Leadership Conference (Griffin, GA)  
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**Sara Wokan**, Deacon, Union Presbyterian Church (Endicott, NY)  
**Justine Worden**, Good Shepherd Volunteers (Washington, DC)  
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**Rev. Connie Yost**, Farm Worker Ministry Northwest  
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**Rabbi Michael Zedek**, Emmanuel Congregation (Chicago, IL)  
**Rev. Kimberly Ziyavo**, Blessed Dorothy Day Mission (Chicago, IL)  
**Rabbi Rain Zohav**, Interfaith Families Project of Greater Washington DC (Rockville, MD)

**And the list continues to grow...**

**\*Organizations listed for identification purposes only**

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