



***A founder of the artisan baking movement.***

**Facts about Tom Cat Bakery: Who we are, what we make and how we've grown**

- Tom Cat Bakery takes great pride in having built a 30+ year history that started with one chef's passion for authentic artisan bread.
- Our premier hand-made French, Italian and specialty artisan bread products are served by New York's Four-Star restaurants and its most famous hotels.
- We've thrived because of our conviction that people are the heart of our business. We are inspired by artisan bread – hand-crafted and hearth-baked – and the people who make, deliver and serve it.
- Our focus on quality of product and service is supported by a deeply engrained commitment to the satisfaction of our customers, the well-being of every employee and the New York City community we call home.

**Commitment to our customers**

- New York City's best restaurants, sandwich shops, caterers and hotels count on Tom Cat Bakery for the finest breads, delivered within hours of being baked.
- Our bakery team works 24 hours a day to make sure all of our customers get the bread they need when they need it.

**Commitment to our employees**

- The well-being of our employees is supported by our excellent relationship with the Bakery, Confectionery, Tobacco Workers and Grain Millers (BCTGM) Union Local 53 (AFL-CIO), which has represented our employees for more than a decade and will continue to do so as our employees voted to renew their union contract with Tom Cat in 2018.
- We offer one of the most generous compensation packages in the industry. In addition to competitive salaries and paid time off, we take great pride in being one of the only artisan bakeries to provide full medical and dental coverage. For a contribution of less than \$10 per month, our employees receive full coverage for themselves, their spouses and dependents. These are the actions to protect employee well-being that we think should set the standard for our industry.

**Commitment to our community**

- We've chosen to remain in Long Island City, in New York City's most ethnically diverse borough, the community where we got our start. Just as we did when Tom Cat Bakery was founded, we employ immigrants who live in the community.
- We also give back to our community daily, helping feed hungry New Yorkers by donating bread to City Harvest.

## **Questions and answers about the 2017 U.S. Immigration and Customs Enforcement (ICE) agency I-9 immigration audit of Tom Cat Bakery**

### **What happened and how many employees were involved?**

- The U.S. ICE agency under the Department of Homeland Security (DHS) started an I-9 immigration audit of Tom Cat Bakery under the previous federal administration, finding that 25 of our employees needed to update their previously provided documentation in order to demonstrate their right to work in the U.S.
- Tom Cat Bakery could not legally resist DHS. As required, we notified the affected employees that our company was legally required to end their employment if they could not produce the appropriate documentation and we sat down with their union, BCTGM Local 53, to see what could be done.
- Our attorneys secured an extension from DHS to allow the affected employees more time to provide the necessary documents and leaders at BCTGM Local 53 arranged to have immigration attorneys and other resources available to assist the employees.

### **Who took the severance package and how many people ended up getting let go?**

- One employee was able to quickly provide the required documentation. Two others chose to quit. One was no longer working at the bakery.
- We were genuinely distressed that we ultimately had to let go 21 employees. Even though we had no obligation to provide it, we knew severance would be critically important to their well-being, so we worked with Local 53 to provide a severance offer that included everything the union asked for.
- The severance offer included one week's pay for each year of service; full pay for unused vacation, personal and sick days; and 90 days of continued health care benefits or their cash equivalent. We also included a guarantee that workers who demonstrated the appropriate legal status within six months could return to their job at the same pay rate and the same seniority.
- Thirteen of the 21 workers accepted the severance offer. One has already returned to work at Tom Cat Bakery after providing the legally required documentation.

### **How were the employees involved flagged by DHS?**

- This was a DHS audit of our business and employee records. We do not know why Tom Cat was flagged and have been told the audit was entirely random.
- DHS informed us that we had to terminate employees whose documents did not meet federal requirements or face legal consequences including heavy fines and possible criminal charges.

### **Why are some people still protesting Tom Cat Bakery?**

- We were disappointed that a few workers chose not to accept the severance package we offered. And, frankly, we've been surprised that Tom Cat Bakery is being targeted by protestors. The protests appear to be misplaced and misinformed.
- Tom Cat Bakery is an employer that values its employees, backing up our commitment to them with good pay and great benefits.
- When you buy Tom Cat Bakery's artisan bread, you are supporting economic justice for bakery workers. We urge you to settle for nothing less than a bakery that provides exceptional employee benefits and premier quality bread.

*We thank our customers for their support of Tom Cat Bakery, our employees and their families.*

*mis manos mi pan mi compa<sup>ñ</sup>ia  
my hands my bread my company*