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FOR IMMEDIATE RELEASE

BCTGM Union and American Crystal Sugar Company reach a four-year collective bargaining agreement

MOORHEAD, MINNESOTA (September 14, 2022) – The BCTGM Union employees of American Crystal Sugar Company voted yesterday to ratify a new four-year collective bargaining agreement. Representatives of the union and American Crystal reached a tentative agreement last week, which was presented to the full membership for a vote on Tuesday.

“We are very pleased to have reached an agreement with our employees,” said Lisa Borgen, Vice President of Administration at American Crystal. “The new agreement increases wages by 17% over four years, enhances vacation and time-off, increases the pension payout, adds a new vision insurance plan, and brings other positive benefits to our employees.”

Today’s agreement includes wage increases of 8%, 3%, 3%, and 3% over the term of the contract. It also calls for immediate accrual of vacation time, new policies for temporary employment, and a \$1,000 retention bonus. “We are a key economic driver in the Red River Valley, and the agreement helps us secure prosperity for our employees and shareholders that live and work in several communities across the valley,” said Borgen.

Pre-pile beet harvest is underway, and full beet harvest is set to begin on October 1, 2022. Factory operations are fully underway at Moorhead, Crookston, and East Grand Forks in Minnesota, and Hillsboro and Drayton in North Dakota. All locations are processing sugarbeets for the 2022-23 campaign. Borgen added, “Reaching an agreement with our employees to ensure steady operations for the next four years is very satisfying for our customers, employees, and shareholders.”

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About American Crystal Sugar Company

American Crystal Sugar Company is an agricultural cooperative owned by 2,650 shareholder-entities in the Red River Valley involved in the growing and processing of sugarbeets. American Crystal is the largest beet sugar producer in the United States. American Crystal operates sugar factories at East Grand Forks, Crookston and Moorhead, Minnesota; and Drayton and Hillsboro, North Dakota; and Sidney, Montana. Its corporate headquarters and technical services center are located in Moorhead.