

Congress of the United States
Washington, DC 20510

September 16, 2025

Jose Antonio Canales Garica
CEO, The Viscofan Group
Viscofan USA
915 N Michigan Ave
Danville, IL 61834

Dear Mr. Canales Garcia:

We are writing to urge Viscofan to bargain in good faith as required by federal law with the workers at the Viscofan facility in Danville, Illinois. As you know, workers have a constitutional right to organize and advocate for improvements in their wages and working conditions, as well as statutory rights to engage in protected concerted activity under Section 7 of the National Labor Relations Act (NLRA). However, we have heard concerns from our constituents who are scared to exercise these rights due to fear of reprisal from their employer. Accordingly, we urge Viscofan to refrain from engaging in intimidation, retaliation, and other forms of illegal interference and to allow workers to decide on their own whether they should join a union.

We are concerned by Viscofan's announcement on May 19, 2025, that the company was unilaterally withdrawing union recognition from the United Food and Commercial Workers International Union (UFCW) – an action that clearly violates the National Labor Relations Act. We understand that this news came abruptly and with no warning, resulting in UFCW workers being kicked off their health insurance plan with minimal notice, moved into a company-controlled health insurance plan, and leaving many workers uncertain about if their new plan would cover pre-existing prescriptions, appointments, and medical procedures.

Additionally, we were concerned to hear that Viscofan claimed to have evidence that a majority of employees signed a petition to remove union representation from the plant, but the union has evidence that workers felt pressured into signing this piece of paper as colleagues with supervisory authority passed it around on the production floor. We also learned that others who signed it were told managers needed their signature but did not understand what the document said. We are also disappointed to hear union representatives were denied access to the facility on Friday, May 23, 2025, while trying to investigate active grievances, and that a Viscofan HR manager called the Danville police on the union representatives.

As you are aware, the current union contract expired on March 31, 2025; however, we understand that both sides signed an extension agreement to extend the contract protections as negotiations finished. We have been informed that the UFCW and Viscofan have been negotiating a successor contract for the last five months and were weeks away from reaching a final deal before Viscofan's May 19 announcement. We are concerned that this was an unlawful maneuver by Viscofan, and we understand that the UFCW has filed grievances and unfair labor practice charges with the National Labor Relations Board (NLRB) against Viscofan for unilaterally withdrawing union recognition.

Finally, we are also concerned to learn that in August of 2024, Viscofan attempted to defund the union when it pressured employees into signing a petition at that time to remove union authority to collect dues. Workers voted in that election 71-55 in favor of continuing to pay their union dues. As you recall, in a proposed settlement agreement with the NLRB, Viscofan agreed to follow the NLRA by not threatening, coercing, or intimidating its employees again as it related to union activity.

Accordingly, we urge Viscofan to meet its duties as required under the National Labor Relations Act to negotiate in good faith and refrain from union-busting tactics, such as this abrupt announcement unilaterally withdrawing union recognition. Viscofan should respect the freedom of association of its workforce and refrain from utilizing unlawful union busting tactics.

We are deeply troubled by Viscofan's anti-union campaign, including the ongoing and illegal weaponization of benefits against unionizing workers, and the company's brazen efforts to flout the NLRA. We urge you to immediately end these tactics and recognize and bargain in good faith with unionized workers. We also ask that you provide answers to the following questions:

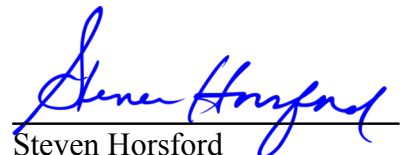
- 1) Please provide any internal guidance, written or otherwise that Viscofan has given to management with respect to union activity and interacting with the union.
- 2) Please provide a detailed report of all expenditures related to Viscofan's union-busting campaign, including but not limited to legal fees (retainers, court-ordered payments, court fees related to arbitrations lost, etc.), creation and production of materials, (printing, human capital costs for design, etc.), and payments to consultants and attorneys.
- 3) Please provide information comparing the current health care plan with the company provided plan including drug schedule, vision and dental coverage.
- 4) Please provide internal documents regarding the decision to cut ties with the union.

It is important that you work expeditiously to come back to the negotiating table with UFCW members and uphold the commitments you made.

Sincerely,



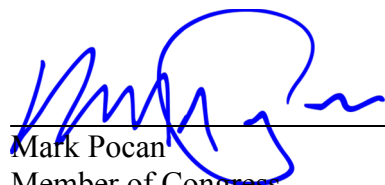
Donald Norcross
Member of Congress
Co-Chair, Congressional
Labor Caucus



Steven Horsford
Member of Congress
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Debbie Dingell
Member of Congress
Co-Chair, Congressional
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Mark Pocan
Member of Congress
Co-Chair, Congressional
Labor Caucus