

Congress of the United States

Washington, DC 20515

January 4, 2024

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BMW Group
Chief Executive Officer
300 Chestnut Ridge Road
Woodcliff Lake, NJ 07677

Toshihiro Mibe
Chief Executive Officer
Honda Motor Company
1919 Torrance Blvd.
Torrance, CA 90501

José Muñoz
Chief Executive Officer
Hyundai and Genesis NA
10550 Talbert Avenue
Fountain Vllly, CA 92708

Peter Rawlinson
Chief Executive Officer
Lucid Motors
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Masahiro Moro
Mazda Motor Corporation
Chief Executive Officer
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Irvine, CA 92618

Ola Källenius
Chief Executive Officer
Mercedes-Benz
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Makato Uchida
Chief Executive Officer
Nissan Motor Corporation
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Franklin, TN 37067

Robert “RJ” Scaringe
Chief Executive Officer
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Irvine, CA 92606

Atsushi Osaki
Chief Executive Officer
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Camden, NJ 08103

Elon Musk
Chief Executive Officer
Tesla Inc.
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Kōji Satō
Chief Executive Officer
Toyota North America
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Plano, TX 75024

Dr. Oliver Blume
Chief Executive Officer
Volkswagen Group
2200 Woodland Pt. Ave.
Herndon, VA 20171

Jim Rowan
Chief Executive Officer
Volvo Cars
1800 Volvo Place Mahwah, NJ 07430

Dear Mr. Zipse, Mr. Mibe, Mr. Muñoz, Mr. Rawlinson, Mr. Moro, Mr. Källenius, Mr. Uchida, Mr. Saringe, Mr. Osaki, Mr. Musk, Mr. Satō, Dr. Blume, Mr. Rowan:

We applaud the United Auto Workers’ (UAW) historic agreements with GM, Ford, and Stellantis—the Big Three—which are a testament to how powerful workers are when they come together to collectively bargain. Many workers had concerns that the transition to electric vehicles would translate to fewer jobs, plant closures, or lower pay. However, the UAW’s securing of a just transition ensures workers at electric vehicle battery plants can earn the same

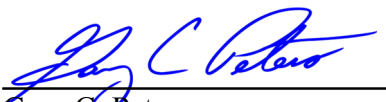
high wages other UAW members earn. It further demonstrates that the electric vehicle transition can and must create good-paying jobs. It is time now for non-union automakers across the United States to demonstrate that same commitment by pledging not to interfere in any organizing activities occurring at its plants through the implementation of neutrality agreements.

We understand that UAW has begun organizing efforts at 13 non-unionized automakers: Tesla, Rivian, Lucid, BMW, Honda, Hyundai, Mazda, Mercedes, Nissan, Subaru, Toyota, Volkswagen, and Volvo Cars. We are concerned by reporting at numerous automakers that management has acted illegally to block unionization efforts. For example, according to employee accounts, Volkswagen managers confiscated and destroyed pro-union materials and Hyundai supervisors unlawfully banned pro-union materials in non-work areas outside of normal working hours. In addition, the National Labor Relations Board found that Tesla employed multiple illegal tactics aimed at stopping organizing efforts including online harassment, employee interrogations, and retaliatory firings. These retaliatory actions are hostile to workers' rights and must not be repeated if further organizing efforts are made by these companies' workers. We therefore urge you to commit to implementation of a neutrality agreement at your manufacturing plants.

A neutrality agreement solely consists of an employer agreeing not to engage in pre-election activities that influence workers' freedom to form a union. Your commitment to neutrality would ensure that management does not pressure workers into voting against unionization or delaying the election process. We believe a neutrality agreement is the bare minimum standard manufacturers should meet in respecting workers' rights, especially as companies receive and benefit from federal funds related to the electric vehicle transition.

The Inflation Reduction Act is the most significant clean energy and climate change legislation in our nation's history. However, in order for the electric vehicle transition to be a success for our economy and climate, we must make sure it includes a just transition for workers, not just for workers at the Big Three. We believe the electric vehicle transition will not and cannot come at the expense of workers' ability to form a union and collectively bargain for the fair wages, affordable health care, dignified retirement, and job security necessary for the continued strength of the U.S. auto industry. All workers, no matter what states they live in, should have a free and unhindered opportunity to join a union. We strongly urge you to implement a neutrality agreement at your plants and commit to negotiating in good faith if your employees do elect to unionize with the UAW.

Sincerely,



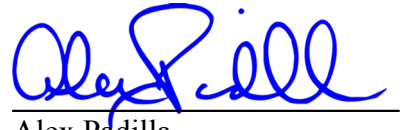
Gary C. Peters
United States Senator



Debbie Stabenow
United States Senator



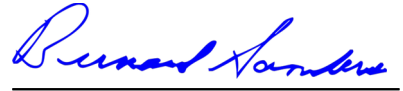
Laphonza Butler
United States Senator



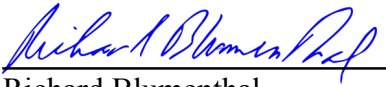
Alex Padilla
United States Senator



Sherrod Brown
United States Senator



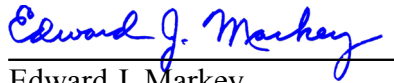
Bernard Sanders
United States Senator



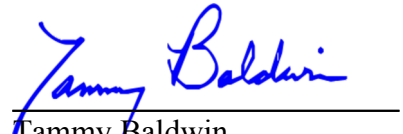
Richard Blumenthal
United States Senator



Robert P. Casey, Jr.
United States Senator



Edward J. Markey
United States Senator



Tammy Baldwin
United States Senator



Elizabeth Warren
United States Senator



Chris Van Hollen
United States Senator



Tina Smith
United States Senator



John Fetterman
United States Senator



Jeffrey A. Merkley
United States Senator



Richard J. Durbin
United States Senator



Mazie K. Hirono
United States Senator



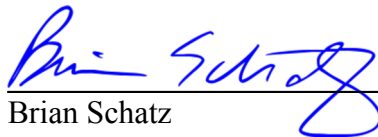
Kirsten Gillibrand
United States Senator



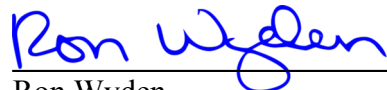
John Hickenlooper
United States Senator



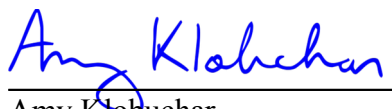
Tammy Duckworth
United States Senator



Brian Schatz
United States Senator



Ron Wyden
United States Senator



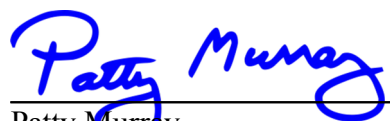
Amy Klobuchar
United States Senator



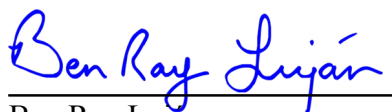
Benjamin L. Cardin
United States Senator



Peter Welch
United States Senator



Patty Murray
United States Senator



Ben Ray Lujan
United States Senator



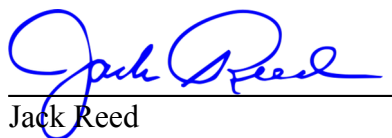
Sheldon Whitehouse
United States Senator



Jacky Rosen
United States Senator



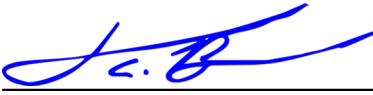
Catherine Cortez Masto
United States Senator



Jack Reed
United States Senator



Christopher S. Murphy
United States Senator



Cory A. Booker

United States Senator