

# Congress of the United States

Washington, DC 20515

January 4, 2024

Oliver Zipse  
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 Villy, CA 92708

Peter Rawlinson  
Chief Executive Officer  
Lucid Motors  
7373 Gateway Boulevard  
Newark, CA 94560

Masahiro Moro  
Mazda Motor Corporation  
Chief Executive Officer  
200 Spectrum Drive #100  
Irvine, CA 92618

Ola Källenius  
Chief Executive Officer  
Mercedes-Benz  
One Mercedes-Benz Drive  
Sandy Springs, GA 30328

Makato Uchida  
Chief Executive Officer  
Nissan Motor Corporation  
One Nissan Way  
Franklin, TN 37067

Robert “RJ” Scaringe  
Chief Executive Officer  
Rivian  
14600 Myford Road  
Irvine, CA 92606

Atsushi Osaki  
Chief Executive Officer  
Subaru Corporation  
1 Subaru Drive  
Camden, NJ 08103

Elon Musk  
Chief Executive Officer  
Tesla Inc.  
1 Tesla Road  
Austin, TX 78725

Kōji Satō  
Chief Executive Officer  
Toyota North America  
6565 Headquarters Drive  
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

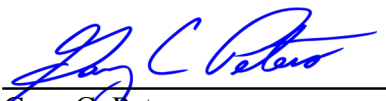
high wages other UAW members earn. It further demonstrates that the electric vehicle transition can and must create good-paying jobs. It is time now for non-union automakers across the United States to demonstrate that same commitment by pledging not to interfere in any organizing activities occurring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

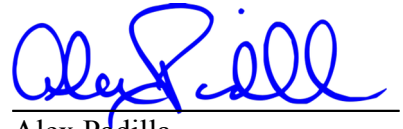


---

Debbie Stabenow  
United States Senator



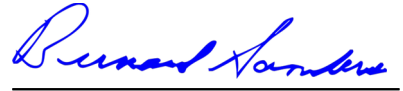
Cory Booker  
United States Senator



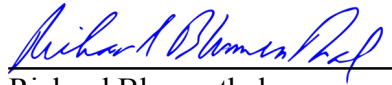
Alex Padilla  
United States Senator



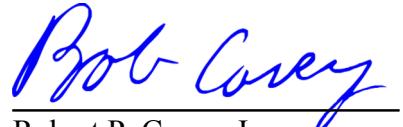
Sherrod Brown  
United States Senator



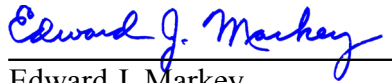
Bernard Sanders  
United States Senator



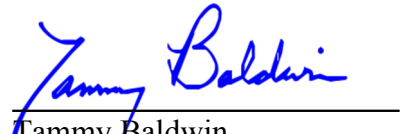
Richard Blumenthal  
United States Senator



Robert P. Casey, Jr.  
United States Senator



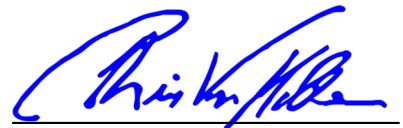
Edward J. Markey  
United States Senator



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



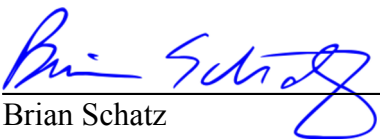
---

John Hickenlooper  
United States Senator



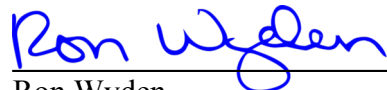
---

Tammy Duckworth  
United States Senator



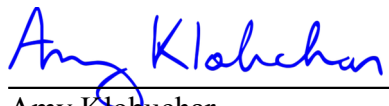
---

Brian Schatz  
United States Senator



---

Ron Wyden  
United States Senator



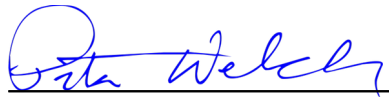
---

Amy Klobuchar  
United States Senator



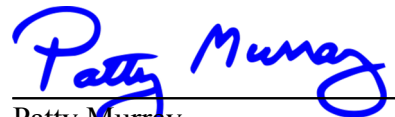
---

Benjamin L. Cardin  
United States Senator



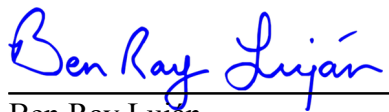
---

Peter Welch  
United States Senator



---

Patty Murray  
United States Senator



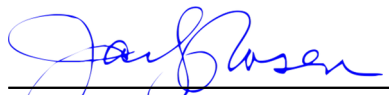
---

Ben Ray Lujan  
United States Senator



---

Sheldon Whitehouse  
United States Senator



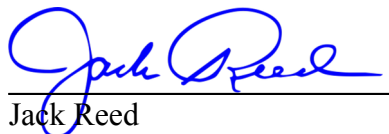
---

Jacky Rosen  
United States Senator



---

Catherine Cortez Masto  
United States Senator



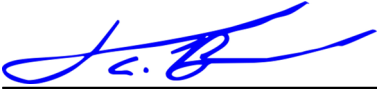
---

Jack Reed  
United States Senator



---

Christopher S. Murphy  
United States Senator



---

Cory A. Booker  
United States Senator