Dear Mr. Zipse, Mr. Mibe, Mr. Muñoz, Mr. Rawlinson, Mr. Moro, Mr. Källenius, Mr. Uchida, Mr. Scaringe, 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
Cory A. Booker
United States Senator