



April 24, 2024

Lorena Gonzalez
Executive Secretary-Treasurer
California Labor Federation
1001 K Street, Suite 200, Sacramento, CA 95814-3832

Dear Secretary-Treasurer Gonzalez,

We appreciate your continued support of our efforts to provide a voice for the workers at Siemens Sacramento. As you know, both the International Brotherhood of Electrical Workers (IBEW) and the International Brotherhood of Boilermakers (IBB) are signatories to the Global Framework Agreement. This Agreement does not provide neutrality, but we assumed it would offer more neutrality than it has. The company has similarly opposed previous attempts to organize Siemens over the past decade. Today, we continue to face obstruction from Siemens using the Global Framework Agreement as a shield. We assumed it was a document to empower partnerships between Siemens and the American unions when we signed on to it, but rather it is being used by Siemens to limit the union's ability to organize.

We began this joint organizing campaign due to workers' concerns about low pay, lack of training, safety, and gender discrimination. Siemens Mobility's business in Sacramento is primarily, if not exclusively, funded by public funds from the federal, state, and regional governments. Siemens Sacramento manufactures train sets for much of the light rail in California, including Sacramento, San Francisco, and San Diego. It also manufactures Amtrak rolling stock and is one of two vendors shortlisted for high-speed rail procurement. This high-profile RFP is expected to be awarded in late 2024.

The Siemens Sacramento facility is particularly challenging for workers to organize logistically. The plant is divided into many different buildings where work units are kept separate. Siemens Sacramento has many workers who are new Americans or visitors, speaking more than a dozen languages. Many of these workers are refugees from hostile home countries or otherwise here on permits. There is palpable concern about the ability to stay in the US if they lose their job despite their status. A gate accesses the facility, workers park inside, and the facility is surrounded by a busy road, making it unsafe for our organizers to work the gate. It's as if this facility was designed to discourage organizing! All we have ever asked Siemens for is safe access to their workforce so we can inform workers of their legal right to organize so that they can make an informed choice as stipulated in Federal and State law. Despite these challenges, and with your help, we are rapidly collecting cards! While we continue to gather cards, the ideal situation would be for Siemens to agree to sit down with representatives from our unions and discuss in earnest what a partnership could look like and mean for Siemens and the workers.



We have collectively had several conversations with Siemens' US representatives. They seemingly have no interest in partnership with us at this facility. We have also had discussions with the unions in Germany and throughout Europe, who support our efforts-many have also provided video messages of support on our website (www.siemensworkersunited.org). Below are some of the issues and actions of Siemens that we have witnessed and have been reported to us by workers:

- Held captive audience meetings in violation of US law and the Global Framework Agreement;
- Intimidate workers who are working with the IBB and IBEW in an apparent attempt to chill union participation and activity;
- Questioned workers who chose to wear IBB/IBEW Siemens Worker United t-shirts;
- Fail to pay workers in a timely way in violation of state and federal law;
- Transfer workers to other units who engage in union activity;
- Threatened workers that they would close the plant down if the organizing campaign were successful;
- Conducted unlawful surveillance of union activities;
- Selectively apply policies to workers suspected of union activity;
- Deny previously available (for years) overtime to workers suspected of union activity;
- Enact policies to chill union participation, like prohibiting workers from communicating in ways that had always previously been allowed;
- Told a worker who experienced sexual harassment to « get the union to help » when the worker tried to report and get assistance from Human Resources;
- Direct workers to the National Right to Work website on monitors in break areas by telling them to search specific statements on the internet; and,
- Warn workers of the dangers of opening the doors to people they don't know in direct response to door-to-door organizing efforts.

This is not meant to be an exhaustive list but merely representative. Multiple ULPs have been filed. Our worker organizing committee was very encouraged by your video message and their participation in opening the 2024 Joint Legislative Conference. We remain committed to these workers and to seeing this organizing campaign through. We believe that the Siemens Sacramento facility is exactly what the White House has been talking about regarding encouraging the unionization of manufacturing companies profiting from federal funding. Beyond your support, we have received overwhelming support from members of the California legislature and the federal government. We believe we have a moral obligation to ensure these workers can freely exercise their legal rights.

We also believe that Siemens would greatly benefit from a partnership with the IBB and the IBEW. This facility has trouble retaining and training workers; our state-of-the-art training programs would transform this facility and empower the workers as professionals, which would lead to careers versus gigs. In addition, our unions have a proven history of being good partners to the employers we work with, creating the potential for unlimited opportunity and additional partnerships in California and beyond.

Please let us know if you have any questions. Thank you so much for your support. We certainly could not do it without the California Labor Federation!

In Solidarity,

Siemens Workers United

