

Geneva, 20th February 2025

Ronald Busch
President and Chief Executive Officer
Siemens AG
Germany
Roland.Busch@siemens.com

Asking Siemens AG to intervene at its subsidiary Siemens Sacramento

Dear Mr. Busch,

I am writing this letter to you as the General Secretary of [IndustriALL Global Union](https://www.industrialunion.org), which has 550 affiliates in 130 countries, including Germany and the US, representing over 50 million workers, including in the mining, energy, and manufacturing sectors, to call on you to intervene immediately to address the concerns of our affiliate, the International Brotherhood of Boilermakers, at your subsidiary Siemens Sacramento in the U.S.

The International Brotherhood of Boilermakers has just called our attention to two captive audience meetings held by your local Siemens managers on 12 and 13 February at Siemens Sacramento. These captive audience meetings are unlawful in California as of 1 January 2025.

In addition, these mandatory meetings, which were used by the local managers to misrepresent the amount of union dues and tell workers they could be fired if they didn't pay these misrepresented dues in a clear attempt to intimidate and discourage workers from exercising their right to make a free choice in the upcoming National Labor Relations Board (NLRB) election.

This behaviour is not only in contravention of the law in California but also of our Global Framework Agreement, which stipulates that Siemens "explicitly acknowledges the fundamental employee rights defined in the relevant international conventions, the fundamental conventions of the International Labour Organization (ILO) and the UN Global Compact initiative."

Lastly, it is crucial to adhere to the 2023 Revised Letter of Understanding regarding the Application of the Siemens International Framework Agreement in the United States. This agreement underscores the company's commitment to key principles of international law, particularly emphasizing the importance of freedom of association, collective bargaining, and employee participation.

Your involvement will be vital, and appreciated, in redressing the serious concerns of the International Brotherhood of Boilermakers at the Siemens Sacramento subsidiary.

I look forward to your prompt action and reply.

Yours sincerely,



Atle Høie
General Secretary