

International Brotherhood of

BOILERMAKERS • IRON SHIP BUILDERS

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June 2, 2023

Barbara Humpton
Chief Executive Officer
Siemens Corporation
300 New Jersey Avenue
Suite 1000
Washington DC 20001

Re: Siemens Sacramento

Dear Ms. Humpton:

Please be advised that the International Brotherhood of Boilermakers (the “Boilermakers”) are currently organizing the workers at the Sacramento Siemens Mobility operations (“Sacramento”). Workers have indicated a desire for union representation. In collaboration with the Sacramento workers we have begun the process to gain the right to bargain for a fair and equitable contract.

We are informing you to give you the opportunity to forge a proactive partnership with the Boilermakers. Certainly your extensive work in Washington and your current appointment to the US Investment Advisory Council makes you well versed in the contribution that the US trade unions have made recently in the successful passage of the historic Infrastructure and Investment Jobs Act (“IIJA”) and in other initiatives that have created significant incentives and opportunities for Siemens in the United States. We are incredible partners, in DC as well as in California where we are uniquely positioned in federal, state and local politics and have a workforce second to none in skill as well as in density. As California is the most union dense state in the nation, we have a proven track record of creating extensive opportunities for our industry partners through our relationships, lobbying efforts and footprint. With a formalized partnership we could be a powerful ally to Siemens in California. We have a strong interest in ensuring that our partners that prioritize worker training, safety and compensation are afforded increased opportunities over those companies that attempt to deny workers their due and the legal right to organize.

Earlier this year, we had a delegation go to Berlin to meet with our brothers and sisters in Germany at IG Metall and the German Works Council. This was a productive meeting and we enjoyed the opportunity to further discuss Sacramento in Chicago in April where representatives from organized labor, including the Boilermakers, again met with our German counterparts. As we are sure you are aware, there is a Memorandum signed by our respective unions and Siemens that sets forth the expectations in organizing campaigns such as the one underway in Sacramento. For your convenience, we have attached a copy of the Memorandum hereto. In clear conflict with the Memorandum, we have been informed by workers that multiple meetings have been held over the last month where your management spoke negatively about union representation potentially in violation of the National Labor Relations Act. We ask that you immediately cease such activity and we expect that moving forward Siemens fully complies with the neutrality provisions set forth in the Memorandum and also request access to the Sacramento workforce in a manner that does not interfere with ongoing operations as the particular geography of the Sacramento facility makes worker contact at the gates unsafe.

To further discuss the work conditions in Sacramento, our existing campaign and our potential partnership, we are requesting a prompt meeting between yourself and the Boilermakers. If it is not convenient for you to travel to California, we are often in Washington DC and amenable to meeting there. We truly believe that a partnership is consistent with Siemens global mission and are hopeful that Siemens US shares the respect for organized labor reflected in Germany. Please have your scheduler reach out to Jeni Watkins at 925-798-7665 ext. 107 to arrange a meeting.



J. Tom Baca

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Cc: Jennifer Granholm, Secretary, US Department of Energy
Pete Buttigieg, Buttigieg, Secretary, US Secretary of Transportation
Congressman John Garamendi, California's 8th District
Congressman Mark DeSaulnier, California's 10th District
Amit Bose, Administrator, Federal Railroad Administration
Senator Angelique Ashby, Senate District 8
Assemblymember Stephanie Nguyen, Assembly District 10
Brian Kelly, Chairman, California High Speed Rail
Tons Omishakin, Secretary, California State Transportation Agency
Patrick Kennedy, Supervisor, District 2, County of Sacramento
Betina Haller, Combine Works Council, Siemens
Jurgen Kerner, IG Metall
Dr. Frank Jürgen Weise, CEO Emeritus, Bundesagentur für Arbeit