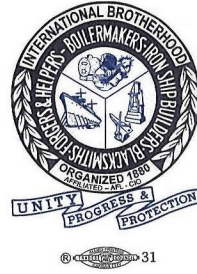


International Brotherhood of
BOILERMAKERS • IRON SHIP BUILDERS

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October 31, 2023

Theresa Schrader
Sr. Director, Human Resources at Siemens Medical Solutions USA
3400 Middlebury St.
Elkhart, Indiana 46516

Michael Cseplo
Director of Employee and Labor Relations
Siemens Corporation
200 Wood Avenue South
Iselin, New Jersey 08830-2706

Tami Wolownik
Head of People & Organization
Siemens Mobility, Inc.
100 Technology Drive
Alpharetta, Georgia 30005

VIA OVERNIGHT MAIL & EMAIL

Re: Unfair Labor Practices at Siemens Sacramento

Dear Mr. Cseplo, Ms. Schrader and Ms. Wolownik,

I am writing this letter in accordance with Section 5 of the 2023 REVISED LETTER OF UNDERSTANDING APPLICATION OF THE SIEMENS INTERNATIONAL FRAMEWORK AGREEMENT TO OPERATIONS IN THE UNITED STATES OF AMERICA (the "Framework"). The below outlines multiple unfair labor practices occurring at Siemens Mobility in Sacramento, California ("Siemens Sacramento").

Section 5 states:

5. The parties retain their right to address any statutory violation through the NLRB or other court or agency. A party may choose to attempt to resolve the dispute through the process described herein.

For all non-statutory disputes that arise under this Agreement or are related to the parties' conduct in a union campaign, or where the aggrieved party chooses to do so, the parties shall attempt to resolve disputes through dialogue at the national level between Siemens entity's Lead of Labor Relations US and the impacted labor organization. All disputes must be raised to the national level within five (5) business days of the event or the respective parties' first knowledge of the event. If no resolution is reached within five (5) business days, or as extended by mutual agreement of the parties, a party may seek a resolution through the Clearingstelle in Germany. If the dispute is referred to the Clearingstelle, the Clearingstelle shall propose a resolution of the dispute to the parties within five (5) business days of receiving the complaint or as extended by mutual agreement of the parties. Before deciding on a recommended resolution, the Clearingstelle shall allow each party, via a conference call, an equal opportunity to present evidence and verbal arguments related to the dispute, while at the same time recognizing that the Clearingstelle does not possess the authority or ability to implement or enforce the provisions of this Agreement. The recommendation of the Clearingstelle is not binding on either party to the dispute.

I have become aware of the following incidents that I believe are attempts by Siemens Sacramento to discourage and chill participation in union organizing. Each of the following were reported to members of the Boilermakers union ("Organizers") by current employees of Siemens Sacramento ("Workers") and our Organizers confirmed with other Workers each reported incident(s).

1. Invitations to a meeting with representatives from the International Brotherhood of Boilermakers ("Boilermakers") and the International Brotherhood of Electrical Workers ("IBEW") (collectively, the "Unions") placed on the cars of Siemens Sacramento Workers by other workers were removed by managers of Siemens Sacramento.
2. Repeated, and entirely unnecessary, questioning of employees about their activities with the Unions, having the effect of discouraging legally protected union organizing.
3. Falsely accusing Workers wearing Boilermaker t-shirts of being outside of their work area, questioning Workers wearing Boilermaker t-shirts and enhanced management supervising of Workers wearing Boilermaker t-shirts having the effect of discouraging legally protected freedom of expression and union organizing.
4. Enforcing an attendance policy that was not invoked prior against Workers who were known to be meeting with the Unions, demoting and transferring a Worker who was known to be meeting with the Unions and other attempts to discourage legally protected rights.

This is not intended to be an exhaustive list. This is what I am aware of at this moment. It is disappointing that Siemens Sacramento does not seem to want to partner with the Unions and would rather intimidate Workers from exercising protected legal rights under the laws of the State of California and the United States of America. It is even more disappointing that Siemens does not seem to value a partnership with the American Unions and would rather use the Framework as a shield. It was very clear at the virtual meeting with Ms. Wolownik and Mr. Cseplo that there is a strong anti-union sentiment at Siemens that is contrary to everything I saw

when I visited IG Metall and Siemens in Berlin. This anti-union sentiment is clear at Siemens Sacramento where management seems empowered to intimidate Workers and discourage their legally protected rights.

In accordance with Section 5 cited in full above, you have five (5) business days to attempt to resolve the complaints I have set forth in this letter. If there is no satisfactory resolution, I will forward this complaint to the Clearingstelle as set forth in Section 5.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Tom Baca', with a stylized flourish at the end.

J. Tom Baca
International Vice President
Western States Section
International Brotherhood of Boilermakers

Cc: Warren Fairley, President, International Brotherhood of Boilermakers
Jürgen Kerner, Executive Committee, IG Metall
Brian Lamm, IBEW, Manufacturing Department Director
Michael Cahill, President, Siemens Rolling Stock