23 August 2012

Peter Löscher:

President and Chief Executive Officer

Siemens AG

[Peter.loescher@siemens.com](mailto:Peter.loescher@siemens.com)

Dear Mr. Löscher,

I write to express my grave concern over the anti-union campaign being waged by Siemens management in North East, Maryland, USA, where workers are seeking representation by the United Steelworkers (USW).

The company has hired two union-busting consultants, Ken Cannon and Joe Brock. Along with local management they have engaged in anti-union actions including:

■ threatened employees that it would be futile to join the union

■ threatened employees that the Union would fire them for various reasons

■ removed union literature from non-work areas

■ prohibited employees from talking about the union

■ conducted surveillance of union activities (photographing employees who accepted union literature outside the plant)

■ threatened employees with the loss of customers if they organize

■ pressured employees to sign a petition rejecting union representation.

All of these activities violate the National Labor Relations Act. The USW has filed Unfair Labor Practice charges against Siemens with the National Labor Relations Board.

I am especially concerned that these actions of Siemens management violate the International Framework Agreement (IFA) signed by the company on 25 July 2012. In this agreement, Siemens “ explicitly acknowledges the fundamental employee rights defined in . . . the fundamental conventions of the International Labour Organization (ILO).” Specifically, section 2.4 of the IFA states that:

The right of employees to form labour unions, join existing labour unions and conduct collective negotiations, is acknowledged. Members of employee organizations or unions will be neither advantaged nor disadvantaged on account of their membership (see principles of ILO Conventions 87 and 98). A constructive approach will be taken to cooperation with employees, employee representatives and unions on the basis of local law. Even in contentious disputes, the continuing objective will be to maintain effective constructive cooperation and to seek solutions with the aim of balancing our commercial interests and the interest of our employees.

If the level of protection granted to employees in a country in which Siemens operates fails essentially to reflect these principles, Siemens will nevertheless apply these higher standards to its employees.

The conduct of the Siemens management at the North East plant has in fact disadvantaged employees who seek union representation and has completely failed to live up to the company’s commitment to maintain a constructive approach.

I call on you to immediately terminate the company’s relationship with union-busters Ken Cannon and Joe Brock, and cease the anti-union activities referenced above. Senior management should call a meeting of all North East employees with USW representatives present, provide them with a copy of the IFA, and inform them that the company will take a neutral position, cease all anti-union activities, take no reprisals against employees on the basis of their union advocacy, and afford the USW reasonable access to the plant to communicate with employees.

Regards,