

Congress of the United States
Washington, DC 20515

May 13, 2024

Wendell Weeks
Chief Executive Officer
Corning, Inc.
Washington, D.C. 20500

Dear Mr. Weeks:

It is my understanding that the more than 100 workers at your Tarboro, North Carolina facility will soon have the opportunity to vote on union representation by the United Steelworkers (USW), the largest industrial union in North America. It is also my understanding that USW currently represents thousands of Corning workers at other facilities across the country. Provided the significance of workers' rights, Corning should consider adopting a neutrality agreement as this unionization effort is underway.

Some workers at your Tarboro facility have expressed to our office that they are scared to exercise their rights to collectively organize. They have also said that Corning management has held meetings to discourage workers from forming a union and taking positions against the USW. Lastly, they have expressed to me that management has also provided deauthorization information to encourage those who signed union authorization cards to withdraw their support.

Based on these concerns relayed to my office, it may be most beneficial for Corning management to send a clear message committing to hearing the voices of these employees. Such a commitment by Corning would send a strong signal to the workers that their statutory rights will be protected. Adopting a neutrality agreement simply means that an employer refrains from engaging in pre-election activities that influence workers' freedom to form a union. Any level of commitment to neutrality would ensure that management is not viewed as pressuring workers into voting against unionization or delaying the election process, and it would signal to workers that supporting an organizing drive would not negatively impact their employment status. A neutrality agreement would demonstrate Corning's commitment to workers' rights.

As required by law, workers should have the free and fair choice to join a union. As your employees consider their options to do so, a neutrality agreement regarding any efforts by its employees to unionize and to commit to bargaining in good faith if your employees do choose to form a union would be beneficial.

Respectfully,



Donald G. Davis
Member of Congress