

Congress of the United States

Washington, DC 20515

January 24, 2025

Chris Carr
Chair, Board of Directors
REI
1700 45th Street East
Sumner, Washington 98390

Dear Mr. Carr,

We, the undersigned members of Congress, write to urge REI to bargain in good faith as required by federal law with the workers at the SoHo, Berkeley, Cleveland, Chicago, Boston, Durham, Maple Grove, Bellingham, Castleton, and Santa Cruz stores, and commit to expeditiously negotiating a fair and just collective bargaining agreement with your workers.

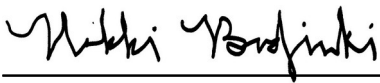
We urge REI to meet its duties as required under the National Labor Relations Act to negotiate and refrain from union-busting tactics such as eliminating bonuses and raises, terminations of union supporters, and unilateral changes to REI's staffing and scheduling practices.

We have also heard concerns as Members of the Labor Caucus about REI's 2023 restructuring, which laid off 275 experienced full-time employees across the co-op and replaced them with part-time and temporary employees. Transforming well-paid, full-time positions into more precarious part-time and contract positions hurts our communities and runs counter to REI's long-standing reputation as a great employer.

Workers have been negotiating with REI for three years and are far from reaching an agreement. Given that it is the policy of the United States to encourage collective bargaining under the NLRA, REI should respect the freedom of association of its workforce, commit to remain neutral in future union elections, and refrain from utilizing unlawful union busting tactics.

It is important that you work expeditiously to reach a fair agreement with REI workers.

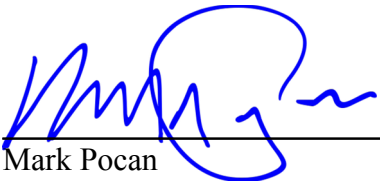
Sincerely,




Nikki Budzinski
Member of Congress



Donald Norcross
Member of Congress
Co-Chair, Congressional
Labor Caucus



Mark Pocan
Member of Congress
Co-Chair, Congressional
Labor Caucus



Jan Schakowsky
Member of Congress



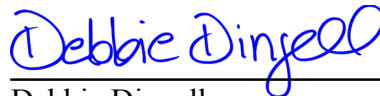
Stephen F. Lynch
Member of Congress



Dan Goldman
Member of Congress



Steven Horsford
Member of Congress
Co-Chair, Congressional
Labor Caucus



Debbie Dingell
Member of Congress
Co-Chair, Congressional
Labor Caucus



Melanie Stansbury
Member of Congress



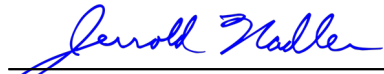
Eleanor Holmes Norton
Member of Congress



Rashida Tlaib
Member of Congress



Emanuel Cleaver, II
Member of Congress



Jerrold Nadler
Member of Congress



Danny K. Davis
Member of Congress



Greg Casar
Member of Congress



Alexandria Ocasio-Cortez
Member of Congress



Ayanna Pressley
Member of Congress



Shontel M. Brown
Member of Congress



Emilia Strong Sykes
Member of Congress



John Garamendi
Member of Congress




Val Hoyle
Member of Congress



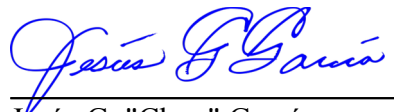
Sean Casten
Member of Congress



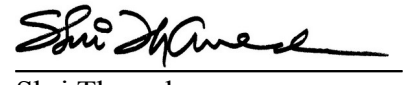
Seth Magaziner
Member of Congress



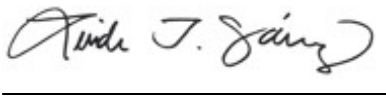
Delia C. Ramirez
Member of Congress




Jesús G. "Chuy" García
Member of Congress




Shri Thanedar
Member of Congress



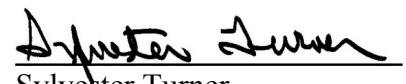
Linda T. Sánchez
Member of Congress



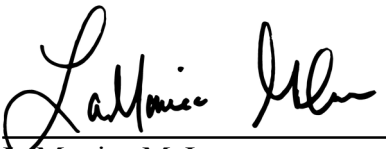
Chris Deluzio
Member of Congress



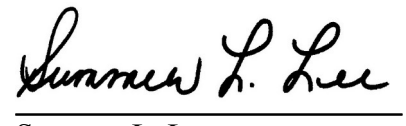
Greg Landsman
Member of Congress



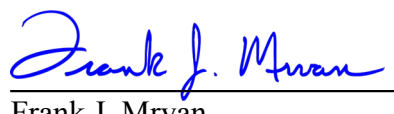
Sylvester Turner
Member of Congress



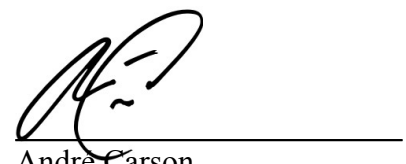
LaMonica McIver
Member of Congress



Summer L. Lee
Member of Congress



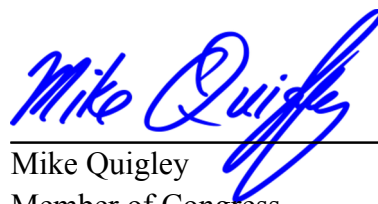
Frank J. Mrvan
Member of Congress



Andre Carson
Member of Congress



Rick Larsen
Member of Congress



Mike Quigley
Member of Congress



James P. McGovern
Member of Congress



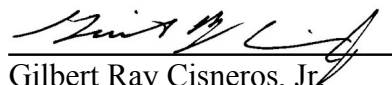
Valerie P. Foushee
Member of Congress



Eric Swalwell
Member of Congress



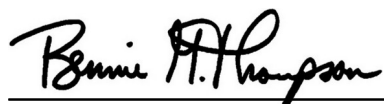
Mark DeSaulnier
Member of Congress



Gilbert Ray Cisneros, Jr.
Member of Congress



Kevin Mullin
Member of Congress



Bennie G. Thompson
Member of Congress



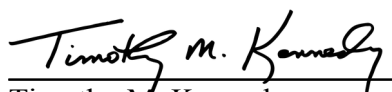
Frederica S. Wilson
Member of Congress




Betty McCollum
Member of Congress



Pramila Jayapal
Member of Congress



Timothy M. Kennedy
Member of Congress



Adam Smith
Member of Congress



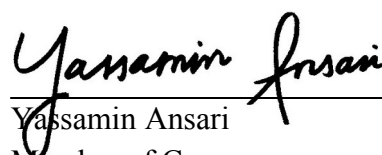
Raja Krishnamoorthi
Member of Congress



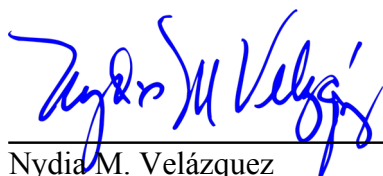
Bill Foster
Member of Congress



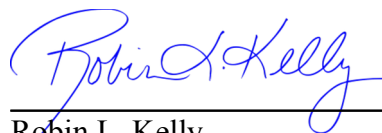
Grace Meng
Member of Congress



Yassamin Ansari
Member of Congress



Nydia M. Velázquez
Member of Congress



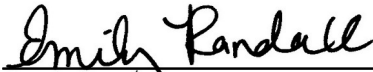
Robin L. Kelly
Member of Congress



Al Green
Member of Congress
Scion of the Enslaved
Africans -
Sacrificed to Make America
Great



Brendan F. Boyle
Member of Congress



Emily Randall
Member of Congress



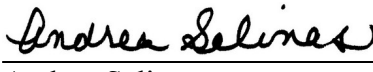
Steve Cohen
Member of Congress



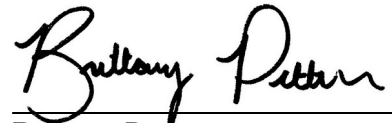
Lateefah Simon
Member of Congress



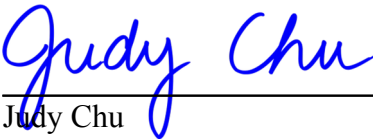
Mikie Sherrill
Member of Congress



Andrea Salinas
Member of Congress



Brittany Pettersen
Member of Congress



Judy Chu
Member of Congress