

United States Senate

WASHINGTON, DC 20510

June 7, 2022

Scott W. Wine
Chief Executive Officer
CNH Industrial
6900 Veterans Blvd.
Burr Ridge, IL 60527

Dear Mr. Wine:

We write to you today to express our strong support for the nearly 1,200 CNH workers on strike in Burlington, Iowa and Racine, Wisconsin. These workers are fighting for better wages, a fair cost of living adjustment, improved health benefits, and fair and safe work rules.

After speaking with your workers, it is our understanding that your most recent proposal would cause health insurance deductibles for your workers to skyrocket to up to \$6,400 and drastically increase out of pocket costs. Beyond unaffordable health benefits, you have refused to offer workers fair pay for their hard work. Your proposal offers your lowest paid workers an average annual raise of just \$1.33 per hour which is woefully inadequate and a substantial pay cut for many after adjusting for inflation and the massive new health benefit costs.

Mr. Wine: We are talking about workers who regularly work 12-hour days and nearly 60-hour weeks, with up to 17 hours per week of forced overtime. We are talking about workers who miss time with their families and well-deserved rest to keep production high. And yet, sadly, as a “thanks” for their hard work and their role in your skyrocketing profits, you have proposed to cut the union contract term down to three years from six and gutted job security provisions.

While your workers and their union have fought for fair pay and benefits and negotiated in good faith, you have escalated union busting efforts, bringing in replacement workers even before the strike started and terminated health insurance benefits to intimidate striking workers. That is absolutely unacceptable.

Let’s be clear: CNH is not a poor company. It is not going broke. Last year, CNH made over \$1.7 billion in profits. If CNH can afford to provide you with a \$9.2 million signing bonus and nearly \$22 million in total compensation for one year of work – nearly 8,000 times the raise you are offering some workers – it can afford to pay all of your workers better wages and better benefits. If CNH can afford to spend over \$100 million on stock buybacks over a six-month period to enrich its wealthy shareholders, it can afford to treat all of its workers with the dignity and the respect that they deserve.

Just one day after your workers went on strike, you announced a 13 percent increase in revenues to your shareholders. You bragged about delivering “a strong performance that demonstrates the potential of a focused, customer-centric company.”

Mr. Wine: Our request is simple and it is straightforward. Go back to the bargaining table. Negotiate in good faith. Stop hiring replacement workers. Give back the health insurance benefits that you took away from striking workers. Offer your workers a contract that is fair and that is just.

Sincerely,



Bernard Sanders
United States Senator



Tammy Baldwin
United States Senator



Elizabeth Warren
United States Senator



Sherrod Brown
United States Senator



Richard Blumenthal
United States Senator