

Congress of the United States

Washington, DC 20515

February 21, 2023

Sundar Pichai
Chief Executive Officer
Alphabet, Inc. and Google
1600 Amphitheatre Parkway
Mountain View, CA 94043

Dear Mr. Pichai,

We write to express our serious concern regarding alleged retaliation taken against YouTube Music workers who are exercising their legal right to organize.

On October 21, 2022, a majority of the 58 YouTube Music workers working for Cognizant, an affiliated contractor of Google, filed a petition with the National Labor Relations Board (NLRB) seeking to join Alphabet Workers Union-CWA.

However, soon after YouTube Music workers took formal steps to exercise their right to organize – [in fact](#), less than three weeks after they filed a petition with the NLRB – Cognizant announced a policy requiring workers to begin working in-person from the Austin office beginning on February 6. This abrupt announcement gave workers just three months’ notice to, in some cases, move their families across the country.

While employers sometimes shift working conditions in response to changing public health and economic conditions, under the National Labor Relations Act, employers may not interfere with or restrain workers in exercising their right to join a union. The abrupt “return-to-office” policy change does not appear to be in response to changing public health or economic conditions, and we are disheartened to hear about the anti-union posture of Cognizant for these workers who make Google successful.

These workers have stated that these positions were advertised as fully remote and that many were hired regardless of their location. Now, despite offering these workers fully remote jobs and having them work remotely for years, these workers are being told that failing to work from the Austin office would [result in termination](#). Many of these workers do not live in Austin, and therefore cannot return to the Austin office. Further, there are several YouTube Music workers who work multiple jobs to make ends meet, including jobs that require them to regularly to travel across the country, and therefore rely on the remote work arrangement originally advertised and offered by Cognizant.

We worry that Cognizant suddenly imposed these impossible requirements on these workers in response to them exercising their right to organize a union. Many of these workers, who make as little as \$19 an hour, [say they cannot afford](#) the cost of relocating, the increased cost-of-living for

the Austin area, and paying for child care on the current wages provided by your multi-billion-dollar company.

When these workers went out on strike to protest against this reported anti-union retaliation, instead of reversing course, recognizing the union, and bargaining in good faith over “return-to-work” and other policies, Cognizant doubled down and has [reportedly](#) offshored this work to workers in India.

Mr. Pichai: your \$60 billion in profits last year enables you to not only treat your workers fairly, but also recognize the invaluable contributions YouTube Music workers bring to your company and our community.

Our request to you is simple: Ensure that all Google workers, including YouTube Music workers, are able to freely exercise their right to join a union as guaranteed by federal law. We look forward to your prompt response as we continue to monitor this situation closely.

Sincerely,



GREG CASAR
UNITED STATES REPRESENTATIVE



BERNARD SANDERS
UNITED STATES SENATOR

cc: Neal Mohan, CEO, YouTube; Ravi Kumar, CEO, Cognizant Technology Solutions