

Congress of the United States

Washington, DC 20515

January 10, 2025

Mr. Vincent Roche
Chief Executive Officer
Analog Devices
One Analog Way
Wilmington, MA 01887

Dear Mr. Vincent Roche:

I write to you regarding reports of unfavorable working conditions and compensation at Analog Device Inc. (ADI). With your full and fair consideration, I request that you consider adopting a neutrality agreement that ensures employees can organize freely and without interference. Implementing a neutrality agreement sends a strong message that ADI is committed to creating family-sustaining jobs, and acting in accordance with the National Labor Relations Act.

I believe that every company has an obligation to treat its employees with dignity and respect, and I know that ADI shares this commitment. However, I've heard from my constituents who work at ADI's Beaverton Fab whose experiences are at odds with the company's values. Low wages, delayed raises, and limited opportunities for advancement are making it hard for my constituents to make ends meet. Compounding these issues are alarming reports of workers being forced into "PTO debt," where their paid time off is unjustly docked, or being required to handle toxic chemicals without adequate training or personal protective equipment. In response to these concerns, over 120 workers have signed a petition calling for fair wages and improved working conditions.

No one should have to choose between their health, taking well-earned time off, or a paycheck. Should those or any other workers wish to form a union, I believe ADI should ensure they can do so without interference or fear of retaliation. Neutrality agreements help mitigate this risk for the employer while ensuring workers can organize freely.

There used to be a shared understanding in Oregon between businesses and workers: if you worked hard, then you earned the right to a good-paying, lifelong job. That understanding has eroded, in part, because of employers' efforts to limit workers' right to organize and advocate for themselves. Adopting a neutrality agreement would help demonstrate that ADI is as committed to investing in its workers' well-being as it is to being a leader in semiconductor manufacturing.

I hope you will provide full and fair consideration of this request. Thank you for your time and attention to these important issues.

Sincerely,

A handwritten signature in black ink that reads "Val Hoyle". The signature is written in a cursive style with a large, sweeping initial "V".

Val Hoyle
Member of Congress