

Congress of the United States

Washington, DC 20515

January 10, 2025

Mr. Ganesh Moorthy
Chief Executive Officer
Microchip Technology Inc.
2355 West Chandler Blvd.
Chandler, Arizona 85224

Dear Mr. Ganesh Moorthy:

I write to you regarding reports of unfavorable working conditions and compensation at Microchip Technology (Microchip). 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 Microchip 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 Microchip shares this commitment. However, I've heard from my constituents who work at Microchip's Fab 4 in Gresham, Oregon, that low wages, delayed raises, and recent furloughs are making it hard for them to make ends meet. Equally concerning are statements made by Microchip's Vice President during a Town Hall meeting in July, where he asserted that the company "does not like unions," does not "think they're a good idea," and declared that Microchip and the semiconductor industry at large are "more responsive to employees and more competitive without [unions]." These comments foster a culture of fear, undermine workers' rights under the law, and contradict Microchip's own Human Rights Policy, which states that "workers must be able to openly communicate and share feedback and grievances ... without fear of reprisal, discrimination, intimidation, or harassment."

Aligning company practices with this policy is crucial to creating a work environment where employees feel valued and heard. Should Microchip's workers wish to form a union, I believe the company 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. By adopting such an agreement, I believe Microchip can reinforce its commitment to its workforce and demonstrate that it values their contributions and dedication.

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 Microchip 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