

Elon Musk, Chief Executive Officer
Tesla, Inc.
3500 Deer Creek Road, Palo Alto, CA 94304

April 13, 2017

Dear Elon Musk and Tesla, Inc.:

We are united in our belief in a green and fair economy that saves the planet from the devastating impacts of carbon emissions while upholding justice for workers.

Recently, we have heard stories from Tesla production workers who are concerned about their need for living wages, fair and reasonable work schedules, and healthy and safe workplaces. In all of their stories is a fear about what will happen to their jobs, and their lives and families, if they speak out.

We are aware that Tesla recently asked workers to sign a wide-reaching confidentiality agreement. While we respect the need for Tesla to protect critical information about its products and technology, this agreement fails to acknowledge the protected rights of workers to communicate to each other and to the public about their working conditions, wages, or other critical worker justice issues.

We are concerned that this confidentiality agreement violates the letter and the spirit of labor laws which protects the rights of workers to openly discuss organizing and their working conditions. We are calling on Tesla to revise or clarify these rights, and communicate these rights to all workers.

We are also calling on Tesla to uphold these rights by committing to not retaliate against workers who do speak out, and to respect workers' democratic voice in the workplace.

We urge Tesla management to support the right of workers to organize, and to engage with workers in good faith to advance the common interests of the company, the workers, their communities, and the planet.

Sincerely,

Advancing Justice – Asian Law Caucus	Filipino Advocates for Justice	Pilipino Association of Workers and Immigrants (PAWIS) – Silicon Valley
Alameda Labor Council	Fr. Jon Pedigo, Director of Projects for Peace and Justice, Diocese of San Jose, Office of Social Ministry	PODER
AFT Local 2121	Friends of the Earth	Rainbow PUSH Coalition
Anakbayan Silicon Valley	HOMEY (Homies Organizing the Mission to Empower Youth)	SafeWork Washington
Asian Americans Advancing Justice Los Angeles	IFPTE Local 21	San Francisco Labor Council
Asian Pacific American Labor Alliance Alameda	Injured Workers National Network	Santa Clara County Wage Theft Coalition
Asian Pacific American Labor Alliance San Francisco	Jewish Labor Committee, New York	SEIU Local 521
Asian Pacific Environmental Network	Jobs With Justice	SEIU-USWW
California Environmental Justice Alliance	Labor and Community Studies, CCSF	Sierra Employee Alliance
California Faculty Association, SFSU Chapter	La Raza Centro Legal	Silicon Valley Rising, a coalition of community and labor organizations
California Health Network	Maintenance Cooperation Trust Fund	South Bay AFL-CIO Labor Council
Celeste Monforton	Migrante – Northern California	Stand.earth
Centro Legal de la Raza	Migrante Northern San Mateo County	UAW Local 2865
Communities for a Better Environment	Migrante SoMa/Tenderloin	UAW Local 5810
Diwang Kabataan	NAACP – San Jose	UCLA Labor Center, Los Angeles
East Bay Alliance for a Sustainable Economy	National Alliance for Filipino Concerns – Northern California	UNITE HERE! Local 2850
Employee Rights Center, San Diego	National COSH	United Educators of San Francisco
Faith Alliance for a Moral Economy	National Employment Law Project	United Hebrew Trades – New York
	National Union of Healthcare Workers	Jewish Labor Committee
	Pacoima Beautiful	Worksafe
		<i>(Partial List)</i>