

# Congress of the United States

Washington, DC 20515

April 27, 2026

Chris Carr  
Chair, Board of Directors  
REI  
1700 45<sup>th</sup> Street East  
Sumner, Washington 98390

We, the undersigned members of Congress, write to urge REI to return to the bargaining table and negotiate in good faith, as required by federal law, to reach a fair collective bargaining agreement with unionized workers at stores located in SoHo, New York; Berkeley, California; Cleveland, Ohio; Chicago, Illinois; Boston, Massachusetts; Durham, North Carolina; Bellingham, Washington; Maple Grove, Minnesota; Castleton, Indiana; Santa Cruz, California; and Greensboro, North Carolina.

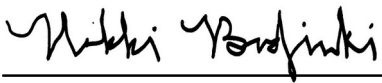
In our previous letter dated January 24, 2025, we urged REI to fulfill its obligations under the National Labor Relations Act (NLRA) to negotiate a contract in good faith. We are concerned to hear from workers and constituents that more than a year later – and four years since the first union election – both parties appear no closer to reaching an agreement. The first contract offered by REI was voted down by 98.5% of participating voting union workers this past February, and the subsequent “last, best, and final offer” failed to bridge the divide between the parties, leading REI to declare an impasse.

Impending cuts to worker benefits and starting hourly wages as a result of the impasse come at a time when American workers are already struggling with rising costs and access to healthcare. We also continue to hear concerns regarding previous company restructuring replacing experienced full-time employees with part-time and temporary employees. Lastly, we are troubled by reports that REI members are no longer able to attend annual member meetings, ask questions of the board, or nominate directors for consideration by the broader membership. We reiterate that REI should refrain from engaging in union-busting tactics that are inconsistent with national policy encouraging collective bargaining and freedom of association under the NLRA.

Initial negotiations between both parties were productive and produced 25 tentative agreements. As such, we strongly encourage REI to reengage with these workers in good faith, in accordance with requirements under the NLRA, and reach a fair agreement that best serves all parties without further delay.

We thank you for your attention to this important issue.

Sincerely,



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Nikki Budzinski  
Member of Congress



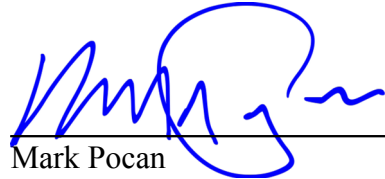
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Dan Goldman  
Member of Congress



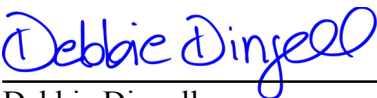
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Donald Norcross  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



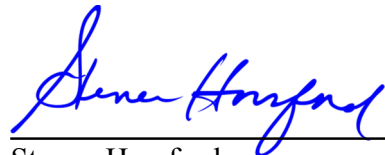
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Mark Pocan  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



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Debbie Dingell  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



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Steven Horsford  
Member of Congress  
Co-Chair, Congressional  
Labor Caucus



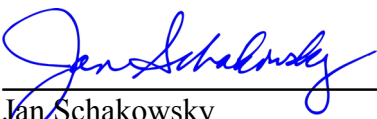
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Stephen F. Lynch  
Member of Congress




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Eleanor Holmes Norton  
Member of Congress



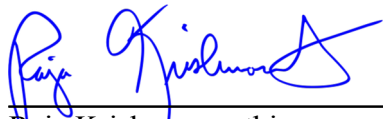
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Jan Schakowsky  
Member of Congress



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Jonathan L. Jackson  
Member of Congress



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Raja Krishnamoorthi  
Member of Congress



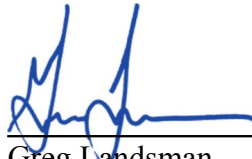
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Emanuel Cleaver, II  
Member of Congress



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Alma S. Adams, Ph.D.  
Member of Congress



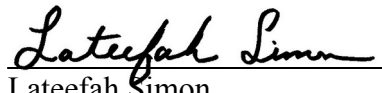
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Greg Landsman  
Member of Congress



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Seth Magaziner  
Member of Congress



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Lateefah Simon  
Member of Congress



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Shontel M. Brown  
Member of Congress



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John Garamendi  
Member of Congress



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Paul D. Tonko  
Member of Congress



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Brendan F. Boyle  
Member of Congress



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Sean Casten  
Member of Congress



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Jesús G. "Chuy" García  
Member of Congress



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Rashida Tlaib  
Member of Congress



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Chris Deluzio  
Member of Congress



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Dwight Evans  
Member of Congress



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Greg Casar  
Member of Congress



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Shri Thanedar  
Member of Congress



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Danny K. Davis  
Member of Congress



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Mark DeSaulnier  
Member of Congress



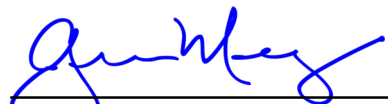
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Andre Carson  
Member of Congress



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James P. McGovern  
Member of Congress



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Grace Meng  
Member of Congress



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Henry C. "Hank" Johnson, Jr.  
Member of Congress



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Jerrold Nadler  
Member of Congress



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Rick Larsen  
Member of Congress



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Alexandria Ocasio-Cortez  
Member of Congress



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Val Hoyle  
Member of Congress




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Darren Soto  
Member of Congress



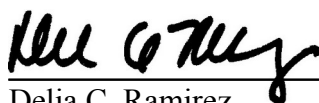
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Summer L. Lee  
Member of Congress



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Ritchie Torres  
Member of Congress



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Delia C. Ramirez  
Member of Congress