

DEBBIE DINGELL
12TH DISTRICT, MICHIGAN

HOUSE COMMITTEE ON
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OVERSIGHT AND INVESTIGATIONS

Congress of the United States
House of Representatives
Washington, DC 20515

116 CANNON HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-4071

19855 WEST OUTER DRIVE
SUITE 103-E
DEARBORN, MI 48124
(313) 278-2936

301 WEST MICHIGAN AVENUE
SUITE 400
YPSILANTI, MI 48197
(734) 481-1100

WEBSITE: DEBBIEDINGELL.HOUSE.GOV

June 17, 2020

Mark Zuckerberg
CEO
Facebook
1 Hacker Way
Menlo Park, CA 94025

Dear Mr. Zuckerberg,

I write to you with grave concerns surrounding your company's Workplace platform and the negative and chilling effects it could have on workers' legal right to unionize.

Earlier this month, at an internal presentation some of your employees discussed features of your Workplace platform, specifically content controls. While these controls were supposedly designed to cut down on workplace harassment and bullying, one example given to showcase the feature was to remove trending words such as "unionize."

This example is upsetting not only on its face, but also raises concerns about workplace surveillance and the negative impact it will have on workers ability to organize. The right to negotiate and form a union is a fundamental right of our nation's workers. Impeding or infringing upon that right goes against bedrock laws our working women and men have fought so hard to achieve for decades. Content control tools should not be used to silence any employee for simply for exercising that right. That example is also troubling because it also raises questions about whether Facebook itself has used this tool or other methods internally to quash discussion of unionization.

Unions have benefited *all* American workers, both directly and indirectly. From higher wages, to better benefits, there is strength in solidarity and collective bargaining. They provide working families with basic rights and help to balance the power dynamic between workers and management.

At a time when our nation is addressing so much imbalance and injustice, whether it is racial or economic, our society and the tools it offers must promote a level playing field. And while there is without a doubt a need to address both harassment and bullying in the workplace and in broader society, the "feature" of removing posts or communications of anyone seeking to form, learn, or discuss anything union related is simply unacceptable.

With that I have the following questions:

1. Has Facebook used this “feature” to block discussion on unionizing with your own employees?
2. What words or terms has Facebook blocked or monitored with respect to its employees using the Workplace platform and other internal communications app?
3. Does Workplace allow complete control for companies to ban any words or topics they choose or are certain words or phrases protected?
4. Have any companies used this capability or other tools available on the Workplace platform to remove discussion on unionizing in the past?
5. Has Facebook used blocking of discussions regarding “unionizing” on the Workplace platform as an example in presentations or sales pitches to potential customers? If so, please list those customers.
6. In the Workplace platform, are employees given notice that their communications are being monitored and moderated by management?
7. Facebook announced that it was pulling plans to roll out this content control feature. As Facebook thinks through next steps, will you commit to ensuring that content control or content moderation tools for the Workplace platform will not block employees from discussion unionization?

Thank you in advance for your attention and consideration of this important matter. We look forward to a full and prompt response to these concerns.

Sincerely,



Debbie Dingell
Member of Congress

CC: The Honorable Frank Pallone
The Honorable Jan Schakowsky
The Honorable Greg Walden