

# United States Senate

WASHINGTON, DC 20510

September 17, 2025

Charlie Scharf  
Chief Executive Officer  
Wells Fargo & Company  
420 Montgomery Street  
San Francisco, CA 94104

Dear Mr. Scharf,

As Senators representing constituents who are Wells Fargo employees and customers across the country, we write with concern regarding Wells Fargo's continued anti-union activity, refusal to bargain in good faith with unionized workers, and alleged unlawful conduct with respect to worker organizing efforts. In the wake of unfair labor practice (ULP) charges filed against your company, we write to urge Wells Fargo to fully respect employees' right to unionize as required by the National Labor Relations Act (NLRA) and bargain in good faith with your unionized employees attempting to form a first collective bargaining agreement.

Since 2023, Wells Fargo workers have won 28 union elections across 14 states. Workers who elected to unionize cite aggressive sales goals that lead to consumer issues, staffing shortages that leave current employees overburdened, and substandard pay as key reasons for joining a union. Workers also describe a toxic culture that causes damage to employee wellbeing. Notably, workers report that company management's practices prevent them from effectively serving customers and small businesses. They see union representation as a way to address long-standing issues before they escalate into scandals. Indeed, allowing workers to feel safe reporting problematic policies and giving them a more level voice in communicating with the company could help prevent the types of issues that led to the unauthorized opening of millions of customer accounts in 2016.<sup>1</sup>

Under federal law, workers have the right to organize, advocate for better wages and working conditions, and engage in collective bargaining without interference. As you know, Section 8(a) (1) of the NLRA makes it an unfair labor practice to "interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in section 7" of the Act, which includes the right to "engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection."<sup>2</sup> However, rather than remaining neutral as your employees exercise their federally protected rights and organize for better wages and working conditions, your company has initiated an anti-union campaign.

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<sup>1</sup> U.S. Department of Justice, "Wells Fargo Agrees to Pay \$3 Billion to Resolve Criminal and Civil Investigations into Sales Practices Involving the Opening of Millions of Accounts without Customer Authorization", February 21, 2020, <https://www.justice.gov/archives/opa/pr/wells-fargo-agrees-pay-3-billion-resolve-criminal-and-civil-investigations-sales-practices>

<sup>2</sup> 29 U.S.C. §§ 158, <https://www.nlrb.gov/guidance/key-reference-materials/national-labor-relations-act>

As a result, the Communication Workers of America has filed 33 ULP charges with the National Labor Relations Board (NLRB), alleging that Wells Fargo has unlawfully interrogated workers regarding union activities, retaliated against individuals engaged in union organizing activities, and unlawfully terminated their employment.<sup>3</sup> Moreover, in recent months, it appears that Wells Fargo has become significantly more aggressive in retaliating against workers for union organizing, including workers from branches in Arizona, Florida, North Carolina, and Wyoming. As you are aware, six ULP charges have already been filed this year. The NLRB recently found merit to the charges of an employee being unlawfully terminated for organizing a union in Casper, Wyoming and the agency is currently in settlement discussions with Wells Fargo before scheduling a hearing before an Administrative Law Judge. We also understand that a company executive has been visiting unionized branches suggesting workers should decertify the union.<sup>4,5</sup>

Finally, we are concerned that the company appears to refuse to bargain in good faith with your employees who have already elected to unionize. Recent reports show that Wells Fargo negotiators are employing stalling techniques during negotiations, such as insisting that every proposal be read aloud, and have insisted that each location bargain individually with the company.<sup>6</sup> ULP charges have also been filed against Wells Fargo for refusing to bargain over the effects of laying off union employees<sup>7</sup> and for changing the schedules and other working conditions for union employees without negotiating over those changes.<sup>8</sup> These actions stand in contrast to Wells Fargo's stated commitment to improving workplace culture and restoring trust.<sup>9</sup>

Your employees are entitled to fair wages and safe working conditions. We urge you to stop this union busting campaign, bargain in good faith with your unionized employees, and ensure that your small business and individual customers are well served.

Sincerely,

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<sup>3</sup> See: NLRB Cases: 27-CA-358799, 10-CA-358490, 28-CA-358769, 12-CA-357868, 12-CA-357842, 32-CA-357836, 12-CA-355664, 18-CA-351986, 04-CA-342019, 28-CA-349360, 04-CA-348437, 13-CA-348165, 04-CA-347980, 32-CA-345821, 12-CA-344164, 32-CA-343637, 28-CA-334629, 32-CA-331887, 32-CA-331893, 18-CA-325706, 28-CA-326956, 28-CA-326939, 19-CA-321032, 19-CA-319963, 19-CA-317456, 27-CA-306669, 19-CA-306661, 18-CA-297701, 18-CA-247897, 10-CA-360906, 12-CA-360913, 10-CA-361050, 04-CA-360406.

<sup>4</sup> Gabrielle Saulsbery, Banking Dive, "Wells Fargo workers allege union-busting again", July 15, 2025, <https://www.bankingdive.com/news/wells-fargo-workers-allege-union-busting-charlotte/753097/>.

<sup>5</sup> Committee for Better Banks, "Have you seen Stan Sherrill, WF's union buster?" June 19, 2025, <https://betterbanks.org/wfwu/newsletters/have-you-seen-stan-sherrill-wfs-union-buster>.

<sup>6</sup> Committee for Better Banks, "Wells Fargo Bargaining Update: Rounds 1, 2, & 3, January 17, 2025, <https://betterbanks.org/WFWU/wells-fargo-bargaining-update-rounds-1-2-3>

<sup>7</sup> See NLRB Case Number: [20-CA-369311](#).

<sup>8</sup> See NLRB Cases: [28-CA-361759](#) and [12-CA-357842](#).

<sup>9</sup> Emily Glazer, The Wall Street Journal, "Wells Fargo is 'Working Hard' to 'Rebuild Trust'", January 30, 2019, <https://www.wsj.com/articles/wells-fargo-is-working-hard-to-rebuild-trust>.



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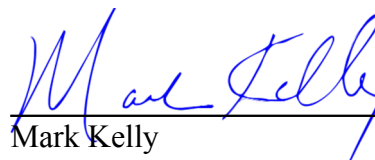
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