

February 1, 2024

Via UPS and email to: ir@ebay.com

Paul S. Pressler, Chairman of the Board of Directors
Jamie Iannone, CEO
c/o Corporate Secretary
eBay Inc.
2025 Hamilton Ave.
San Jose, CA 95125

Dear Mr. Pressler and Mr. Iannone,

We, the undersigned elected representatives, are writing to raise our concerns over eBay's actions with respect to the union negotiations at TCGPlayer in Syracuse, New York, and request that management end its intransigence by bargaining constructively with the union to reach a first contract.

We believe that productive, good-faith collective bargaining yields the best results for workers, companies, and our economy as a whole. As we understand, negotiations between eBay/TCGPlayer management and TCGUnion-CWA have been less than productive. For almost a year, eBay/TCGplayer has evidently engaged in a campaign to suppress its employees' rights to join a union and bargain with their employer, per recent findings by the National Labor Relations Board.¹ eBay/TCGplayer refused to recognize the union after the employees won their union election and continues to employ the union-busting law firm of Littler Mendelson to hinder the employees' ability to engage in substantive collective bargaining with the company.

It has been brought to our attention by the TCGUnion, and corroborated by the findings of the National Labor Relations Board, that eBay and TCGPlayer have:

- Refused to recognize the results of the union election until six months after it occurred. Instead, eBay/TCGPlayer filed spurious objections to the election and refused to recognize or bargain with TCGUnion until the Region 3 Board and the National Board dismissed their claims.
- Refused to provide information relevant to collective bargaining requested by the union.
- Ignored employees' requests for union representation in disciplinary meetings and terminations.

¹ Vice, <https://www.vice.com/en/article/z3mkz3/ebay-violate-labor-law-nlrb>

- Strictly enforced work rules and policies in retaliation for workers' decision to unionize.
- Implemented unilateral changes to various terms and conditions of employment, while refusing to negotiate with the union regarding those changes.

In addition to a troubling disregard for labor law, we understand that management representatives have made few dates available for bargaining, refuse to provide paid time off to caucus for worker bargaining representatives, and have made few realistic proposals with the intent to reach an agreement.

While the workers at TCGPlayer—constituents, community members, and dedicated employees—approach one year since voting overwhelmingly for their union, we urge eBay to uphold its legacy as a trusted and transparent company by stopping this union-busting behavior and coming to the table as a responsible employer.

Sincerely,

John Mannion

NYS Senator

Rachel May

NYS Senator

Christopher J. Ryan

Onondaga County Legislature
Minority Leader

Dan Romeo

Onondaga County Legislator
7th District

Dr. Chol Majok

Common Councilor At-Large

Rasheada Caldwell

Common Councilor At-Large

Rita M. Paniagua

Common Councilor At-Large

Palmer Harvey

Onondaga County Legislator
9th District

Maurice Brown

Onondaga County Legislator
15th District

Charles E. Garland

Onondaga County Legislator
16th District

Nodesia R. Hernandez

Onondaga County Legislator
17th District

Helen Hudson

Syracuse Common Council President

Amir Gethers

Common Councilor At-Large

Marty Nave

1st District Councilor

Patrick J. Hogan

2nd District Councilor

Corey J. Williams

3rd District Councilor

Patrona Jones-Rowser

4th District Councilor

Jimmy Monto

5th District Councilor