

Congress of the United States
Washington, DC 20515

May 4th, 2017

Mr. Scott Powell
Chief Executive Officer
Santander Holdings USA/Santander Bank, N.A.
75 State Street
Boston, MA 02109

Dear Mr. Powell:

We write to urge you to respect the rights of Santander Holdings USA (Santander) U.S. employees to choose whether they want union representation by staying neutral in the U.S. workers' organizing efforts. Banco Santander's 150,000 unionized workers throughout Europe and South America have benefitted from union representation, and the nearly 10,000 U.S. workers deserve the opportunity to choose without pressure from Santander management whether collective bargaining is right for them.

We understand that workers at Santander locations in the U.S., with the support of thousands of workers in eight countries, recently attempted to meet with management to ask the company to stay neutral in the U.S. workers' organizing efforts. We were disappointed to hear that, to date, Santander's U.S. management has not responded to the workers' requests and has continued to discourage employees from participating in union activities, even on their own time. We hope the company's unwillingness to have a conversation with its employees about neutrality is not a harbinger of management's opposition to their unionizing efforts.

In fact, allowing Santander employees to organize, should they choose to do so, could ultimately prove beneficial to Santander U.S. A number of recent violations, ranging from illegal overdraft fees to unlawful repossessions of military servicemembers' vehicles, could ostensibly have been forestalled or prevented if employees operated under the protections provided by a union. Consider, too, the recent report by the Committee for Better Banks that sheds light on potential discriminatory lending practices, and whether a bank with a stronger relationship between management and employees would be better able to address these alleged violations and prevent future regulatory problems.

Banco Santander's global workforce has helped it grow from a regional institution to one of the world's 10 largest banks. In particular, it has implemented agreements in the countries where its workforce is unionized that have helped it to avoid certain abuses that have become more prevalent among U.S. banks. Santander's U.S. employees deserve the same opportunity to form a union if they choose, and we urge you to stay neutral in those organizing efforts.

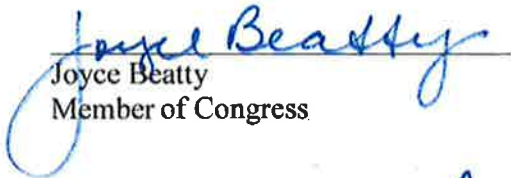
Sincerely,



Mark Pocan
Member of Congress



Maxine Waters
Member of Congress



Joyce Beatty
Member of Congress



Joaquin Castro
Member of Congress



David N. Cicilline
Member of Congress



Yvette D. Clarke
Member of Congress



John Conyers, Jr.
Member of Congress



Susan A. Davis
Member of Congress



Peter A. DeFazio
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Rosa L. DeLauro
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Mark DeSaulnier
Member of Congress



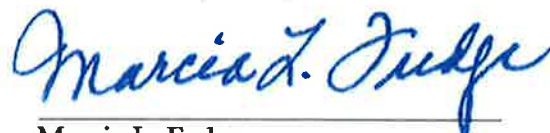
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Ro Khanna
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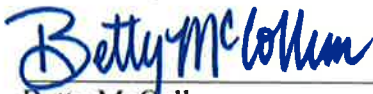
Ed Perlmutter
Member of Congress



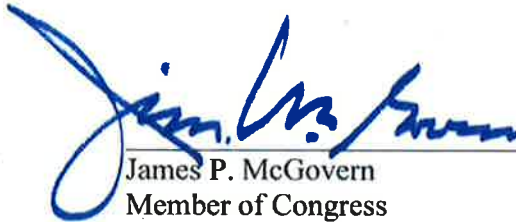
Dave Loebsack
Member of Congress



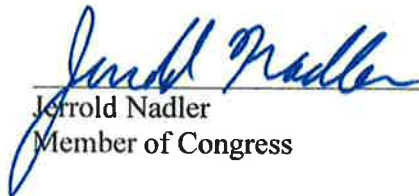
Alan S. Lowenthal
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Betty McCollum
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James P. McGovern
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Jerrold Nadler
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Grace F. Napolitano
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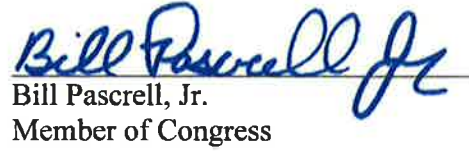


Richard M. Nolan
Member of Congress



Donald Norcross
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Frank Pallone, Jr.
Member of Congress

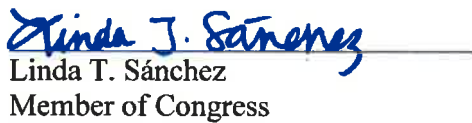

Bill Pascrell, Jr.
Member of Congress



Jamie Raskin
Member of Congress

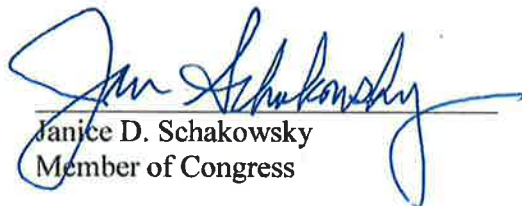

Raul Ruiz
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