

TO: CONCERNED INDIVIDUALS IN THE WINNIPEG COMMUNITY

RE: DISCRIMINATORY PRACTICE AT NEW FLYER OF AMERICA INC.

To Whom It May Concern:

We are current and former workers from New Flyer of America's facilities in Ontario, California and Anniston, Alabama who all identify as Black and/or Latino. We have come together to let you know about racism and discrimination that we have experienced while working at New Flyer, the largest bus manufacturer in the U.S.

It is not easy for us to come forward to talk about these painful experiences, but we want to see New Flyer become more equitable and stronger as a result of bringing these issues to your attention.

Too often at New Flyer, we have experienced race-based barriers and a culture at the plants permissive to direct and indirect racism.

Here is a brief summary of our experiences.

- 1. Racial slurs, derogatory comments and racially insensitive and targeted language have been used against us.** We observed New Flyer do little if anything to stop this hateful behavior. What's more, those of us who work in the Anniston plant still see the Confederate flag—a symbol of the Southern “Lost Cause” ideology, which holds that the Confederacy's fight for slavery in the U.S. Civil War was honorable—on bumper stickers in the Anniston plant's parking lot.
- 2. Those of us who work in the Anniston plant have observed a “good old boys” network, a group of white co-workers who have close personal relationships among themselves across the plant.** They look out for one another before helping Black employees, if they ever do. White employees have benefitted from this network with promotions and raises and Black workers have not. It's as if having the right friends or connections is the only path to a new position.
- 3. Some of us have been paid less than our white coworkers in similar positions.** For example, one of us received an increase of only 48 cents over three years, while white workers received higher raises for doing the same job.
- 4. We have had fewer opportunities for advancement than our white coworkers.** Currently, at the Anniston plant, we are only aware of two Black supervisors out of more than a dozen, even though our city's population is 53 percent Black. It all makes us feel that at New Flyer, talent may be distributed equally, but not opportunity.
- 5. We have not been able to complain about discrimination without the fear of retaliation.**
- 6. When work slowed down, we were the first to be let go.** When it came time for New Flyer to lay off employees in Ontario, those of us who worked there saw employees of color let go before white employees.

It's clear: things must change at New Flyer. We are all working with the nonprofit organization Jobs to Move America and the Alabama Coalition for Community Benefits to get New Flyer to develop real systems to change the problems we have seen and felt.

Please add your voice to our movement. Call on NFI Group CEO Paul Soubry to make real, lasting change at New Flyer.

Sincerely,

Debbie Pitts, Former New Flyer Employee, Ontario, CA
Marcel Hunt, Former New Flyer Employee, Ontario, CA
Craig Mosby, Former New Flyer Employee, Ontario, CA
Eric Martinez, Former New Flyer Employee, Ontario, CA
Joe Smith*, Current New Flyer Employee, Anniston, AL
Bill Jones*, Current New Flyer Employee, Anniston AL

*Pseudonyms used to protect ourselves
from retaliation by New Flyer.