

# Alabama Coalition for Community Benefits

January 27, 2020

Via e-mail (Paul Soubry)

Paul Soubry  
CEO  
New Flyer Industries  
Winnipeg, Canada

Re: Your Announcement of a “Community Benefits Framework” on MLK Jr. Day

Dear Mr. Soubry,

We are writing as Alabamians deeply concerned by the announcement you made on Dr. Martin Luther King Jr.’s birthday, where you claimed to have created a “Community Benefits Framework” with a New York based consultant that you have hired to come to our state. It is all too obvious to us that you have hired this outside consultant rather than deal directly with the concerns about worker reported racial discrimination, lack of access to training and health and safety problems raised by representatives from local community-based organizations such as the Alabama NAACP, Alabama Arise, Greater Birmingham Ministries and Jobs to Move America.

As you likely recall, the Alabama Coalition for Community Benefits sent you a letter dated October 10, 2019 requesting a meeting to discuss complaints made by your workers and former workers about conditions in your plants. We also asked you to sit down with us and negotiate a Community Benefits Agreement (CBA) to resolve problems and concerns and to create greater opportunities for Alabamians in your manufacturing operations in our state. Some of our coalition members met with Mr. Chris Stoddart in New York at the APTA conference on October 2019 and described what we meant when we requested the negotiation of a CBA.

Just prior to the meeting with Mr. Stoddart, we met with the leadership from Transportation Diversity Council in Anniston. At that meeting—at which no one from New Flyer showed up—it was clear to the Alabamians who attended that TDC knew nothing about Alabama and—in fact—were unfamiliar with the ideas or practices around CBA’s.

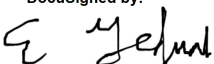
We believe that your hiring of a “diversity” consultant is disrespectful to Alabama community and worker leaders who are still struggling to recover from the vestiges of Jim Crow discrimination, especially in rural Alabama. If New Flyer wishes to actually be a leader around equity and worker rights—as you claim in your Environmental, Social and Governance commitments to your investors-- then we repeat our demand that you sit down and negotiate a real CBA with our coalition and with representatives of your workers at the table. Otherwise, we hope and believe that the public agency customers that truly care about diversity, inclusion and worker rights will see right through your tokenism.

Yours very truly

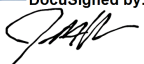
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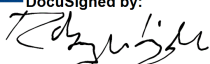
A Better Balance

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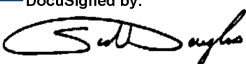
Adelante Alabama worker Center

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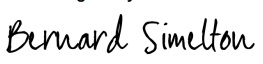
Greater Birmingham Ministries

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Alabama State NAACP