The Facts About New Flyer of America Inc.,
North America’s Largest Bus Manufacturer

As stewards of public dollars, public officials play a critical role in ensuring that the money used to build our buses is also building communities with good jobs, wages and working conditions. When workers and community members raise concerns about the companies who receive our public dollars, we need transit agencies to encourage corporate accountability in response. For workers at New Flyer, these concerns have been mounting for years:

**New Flyer Embroiled In Multiple Lawsuits**
- Although New Flyer sued the Los Angeles County Metropolitan Transit Agency (LA Metro) to hide information about how much they paid workers on a 2013 bus contract, JMA went to court and won for that information to be public.
- New Flyer now faces a False Claims Act lawsuit for misrepresenting wages and benefits that were actually paid to employees in 2013 contract.
- Documents show over half of New Flyer workers were hired at less than the $18.35 per hour committed to in a 2013 contract.
- New Flyer also claimed to have paid most workers $11.75 an hour in benefits, even to workers who had declined to receive them.

**New Flyer & Alabama A&M University (A&M) Report**

A [new report](https://www.bizjournals.com/louisville/news/2021/03/16/louisville-area-manufacturer-faces-unfair-labor-pr.html) was just released by Alabama A&M University about manufacturing in Alabama, which examines the working conditions at factories in the town of Anniston. It looked particularly at a factory owned by New Flyer.

**Product Safety and Retaliation Issues**

Among Anniston, AL workers surveyed by Alabama A&M
- 43% *knew of workplace and product safety problems* but feared retaliation, if reported
- 57% of Black workers feared blowing the whistle on corporate abuses at work
- 12% of workers surveyed reported being injured working at New Flyer, but *Black workers surveyed reported being injured twice as much.*
- 52% of workers who filed complaints reported later experiencing retaliation.

Additionally, at New Flyer’s Shepherdsville, KY plant, a worker was fired after he complained about unsafe working conditions. The NLRB’s General Counsel issued a complaint alleging that New Flyer retaliated against this worker for concerted activity. New Flyer later settled that complaint.

**Community and Workers Report Racial Inequity**

Among Anniston, AL workers surveyed by Alabama A&M
- *White workers reported earning on average* $6,500 more annually than Black workers, though average wages for all workers is less than what is considered a living wage for the area.
- 67% of Black workers think racism is a problem at the plant.
- Workers referred to a “good old boy” system for who gets promoted.
- 8% of white workers, but 44% of Black workers surveyed reported that New Flyer changed their schedule weekly.

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1. Are Good Jobs Possible in the Deep South, E. Erickson, 2021
2. ibid
3. ibid
4. ibid
5. The NLRB recognized the retaliation when they filed an Unfair Labor Practice complaint against New Flyer.
6. Are Good Jobs Possible in the Deep South, E. Erickson, 2021
7. ibid
Community Led Solutions
We need accountability, transparency and protections to fix the problems at this and other companies. We have long been calling on New Flyer to sign a Community Benefits Agreement (CBA) with the workers and surrounding community members and organizations.

CBAs are binding commitments, crafted by community organizations, workers, workforce groups and residents to meet community’s hiring and training needs.
- They outline how the parties will work towards creating training and apprenticeship programs for targeted populations;
- They level the playing field for workers & communities to be heard;
- They incorporate local expertise and worker wisdom in how hiring and training initiatives are designed.

About Jobs to Move America (JMA)
Jobs to Move America is a national strategic policy center that works to transform public spending and corporate behavior using a comprehensive approach that is rooted in racial and economic justice and community organizing. We seek to advance a fair and prosperous economy with good jobs and healthier communities for all.

About the Alabama Coalition for Community Benefits
The Alabama Coalition for Community Benefits is a coalition of labor, community, civil rights, faith, and environmental justice groups working to hold corporations that do business in the South accountable to workers and communities.

Role of Transit and Public Agencies
Public Agencies can help raise job standards and working conditions by using tools such as the U.S. Employment Plan, asking companies to disclose how they will recruit workers from disadvantaged backgrounds, and asking about investments in training programs or community partnerships.

When transit agencies incorporate job and training standards during procurement, it allows companies to put forth their best ideas for working with community, labor, environmental and workforce groups to maximize the benefits of the contract award.

Successful Community Benefits Agreements
BYD, Lancaster CA
- Resulted in the creation of the country’s first Electric Bus Manufacturing Apprenticeship program in partnership with local community college.
- Over 80% of workers employed comprise priority populations outlined in the CBA.
- First apprenticeship class graduated in February 2021 and pre-apprenticeship program for new hires received $1 million in workforce funding.

Proterra, City of Industry, CA
- Resulted in the creation of a company specific training program in partnership with local community college.
- Recognized by California Workforce Agency as a High Road Training Partnership and was awarded $650 thousand to develop a workforce training program.

CRRC, Chicago, IL (railcars)
- Currently developing a workforce training program for new hires in partnership with Jobs to Move America, Chicago Federation of Labor, local community college and partners.
- Recognized by U.S. Department of Labor for workforce development funds to build out a training partnership.
- Anticipated hiring and training of more 100 workers over the next 12 months.