



October 21, 2026

Johnny Sirpilla
Interim CEO
LCI Industries
3501 County Road 6 E
Elkhart, IN 46514

Craig Freedman
Business Advisor
Freedman Seating Company
4545 W. August Blvd
Chicago, IL 60651

Andy Nemeth
CEO and President
Patrick Industries
107 W. Franklin St
Elkhart, IN 46516

Dear Mr. Sirpilla, Mr. Freedman, and Mr. Nemeth,

We are a coalition of community organizations, religious leaders, and labor groups based in Chicago. We collectively seek fairness and justice for working people in our city including safe, quality jobs, robust training and hiring programs, and a direct voice with companies who operate in our communities. We are committed to racial and economic justice, as well as workplace democracy. Our coalition believes that companies can and should partner with their neighbors to address problems and care for our shared communities.

We believe in the transformative power of authentic partnerships where we all bring our collective skills to achieve things bigger than the sum of our parts. We seek that partnership in the form of a Community Benefits Agreement (CBA) with Freedman by Lippert, a long-time manufacturer in our community that is falling short on its ability to be a true opportunity for workers on the west side of Chicago. We ask **Freedman by Lippert to make ambitious, enforceable commitments to your workers and your neighbors through the negotiation of a Community Benefits Agreement (CBA)**. A CBA is a private contract between community groups and an employer designed to achieve new job standards and equity measures. Members of our coalition have successfully negotiated such agreements before, including agreements with manufacturers CRRC in Chicago, New Flyer of America in Alabama, and Build Your Dreams (BYD) in California, among others.

Our coalition surveyed Freedman Seating workers regarding wages, working conditions, training, and benefits. Frankly, we are alarmed by many of the findings. The report, as well as our partners' prior experience with the company, shows:

- Wages of survey respondents across all job classes are 13.8% below the Chicago-area median for production jobs with very little wage growth for workers who have longer tenures at the company.
- 81% of surveyed workers reported experiencing workplace hazards including poor ventilation, lack of training, and excessive heat.

- Among surveyed workers who raised workplace concerns to management, nearly 70% reported that management took no action toward resolution, and multiple workers reported that after raising a concern, management responded in a way they perceived as retaliatory, such as increased monitoring of their work, increased their workload, or assigned more hazardous work.
- Additionally, community partners have raised concerns about Freedman's hiring practices and shifts in prior hiring partnerships that prioritized local workers and Second Chances workers.

We are also concerned given Lippert's acquisition of a previously family-owned business and the proposed merger with Patrick, that decisions about the company are being made by people who are further away and do not feel accountable to its workers or people in our City. Freedman has been a long-time manufacturer in our communities, benefiting from public contracts and accessing public money from facility upgrades. We want to make sure Freedman is a real opportunity for workers on the west side of Chicago, an area where too few of our people are able to access stable, gainful employment.

In this community, where workers struggle to find gainful employment and companies struggle to find committed workers, none of us can afford to go it alone. The manufacturing landscape has changed dramatically and so must the relationships between companies and good actors rooted in the community. We know Lippert and Freedman can do better. We request a meeting with Lippert and Freedman leadership to outline a fair process to negotiate a community benefits agreement to address these concerns. **We invite you to begin a dialogue by contacting Jobs to Move America's Midwest Director Kassie Beyer, a representative of this coalition at kbeyer@jobstomoveamerica.org no later than end of day Friday, October 23rd, 2026.**

On Behalf of the Good Work Coalition,



Bob Reiter
President
Chicago Federation of Labor



Jill Manrique
Executive Director
Chicago Jobs with Justice



Edie Jacobs
Director
Get to Work, Inc.



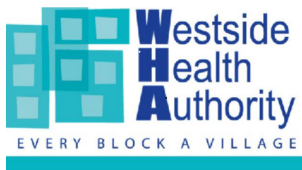
Raymond Suggs
*President & Business
Manager*
SMART Local 73



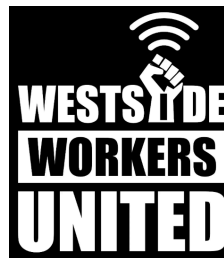
Dave Goodspeed
Director of Production
International Association of
Sheet Metal, Air, Rail, and
Transportation Workers



Marcos Cenicerros
Executive Director
Warehouse Workers for
Justice



Charles Perry
Project Manager, SC2
Westside Health Authority



Dan Giloth
Organizing Director
Westside Workers United



Leone Jose Bicchieri
Executive Director
Working Family Solidarity



Kassie Beyer
Midwest Director
Jobs to Move America