

Dear Mr. Muñoz:

We, the undersigned supporters of the Mississippi Alliance for Fairness at Nissan (MAFFAN), write to you in your role overseeing Nissan's operations in the United States, including the company's assembly plant in Canton, Mississippi, where a majority of the workforce is African American. Our organizations are committed to the protection and advancement of civil and human rights, which includes support for principles of free association and the right of workers to organize.<sup>i</sup>

We are writing to you today regarding the effort of the workers of the Canton, Mississippi plant to organize a local union through a free and fair election.

As you know, the National Labor Relations Board (NLRB) has found that Nissan in Canton has “threatened its employees with termination because of their union activities ... interrogated its employees about their union support ... [and] threatened its employees with plant closure if they choose the union as their representative.”<sup>ii</sup> We are deeply troubled to learn that since the filing of a July 10 election petition for representation, Nissan has escalated its anti-union campaign and continued its troubling, potentially unlawful pattern of activity at the Nissan plant.

Furthermore, you are aware that the federal Occupational Safety and Health Administration (OSHA) has issued citations finding that Nissan has not provided “a place of employment which was free from recognized hazards that were causing or likely to cause death or serious physical harm to employees.”<sup>iii</sup>

Finally, you know that the Nissan plant in Canton — and two plants in Tennessee — are the only Nissan plants in the world that do not have unions and meaningful employee representation. Union membership boosts wages for working people, which is particularly important for people of color and women, whose wages typically lag behind the wages of white, non-Hispanic men.

As leaders in the U.S. civil rights movement, this situation is of grave concern to us. Each year, Nissan touts the Altima as the top-selling vehicle among African-American consumers. Yet you oppose civil rights at the Canton plant and of this majority African-American workforce. We urge you to accord these workers the same dignity and respect that Nissan workers are provided everywhere else in the world.

With this letter, we urge you to immediately cease unfair labor practices. Further, we urge you to meet with representatives of MAFFAN to discuss conditions for achieving neutrality to ensure that Nissan employees in Canton can vote on a local union in a free and fair election.

We believe that Nissan employees in Canton deserve better — and that workers' rights are civil and human rights. We look forward to your prompt reply. If you have any questions, please contact Seema Nanda at The Leadership Conference on Civil and Human Rights at [nanda@civilrights.org](mailto:nanda@civilrights.org).

Sincerely,

**Vanita Gupta**

President and CEO

The Leadership Conference on Civil and Human Rights

**John C. Yang**

President and Executive Director  
Asian Americans Advancing Justice | AAJC

**Hector Sanchez**

Executive Director  
Labor Council for Latin American Advancement

**Kristen Clarke**

President and Executive Director  
Lawyers' Committee for Civil Rights Under Law

**Leon W. Russell**

Chairman of the National Board  
NAACP

**Derrick Johnson**

Vice Chairman of the National Board and President of the Mississippi State Conference NAACP  
NAACP

**Sherrilyn Ifill**

President and Director-Counsel  
NAACP Legal Defense and Education Fund

**Rev. Al Sharpton**

President  
National Action Network

**Melanie Campbell**

President and CEO  
National Coalition on Black Civic Participation

**Jim Winkler**

General Secretary and President  
National Council of Churches

**Chris Owens**

Executive Director  
National Employment Law Project

**Terri O'Neil**

President  
National Organization for Women

**Debra L. Ness**

President

National Partnership for Women & Families

**Fatima Goss Graves**

President and CEO

National Women's Law Center

**Janet Murguía**

President and CEO

UnidosUS

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<sup>i</sup> Universal Declaration of Human Rights, Article 23, [www.un.org/en/universal-declaration-human-rights/](http://www.un.org/en/universal-declaration-human-rights/)

<sup>ii</sup> National Labor Relations Board Consolidated Complaint, 15-CA-145043 et. al., paragraphs 9(a), 9(b), and 9(c), May 31, 2017.

<sup>iii</sup> U.S. Occupational Safety and Health Administration Citation and Notice of Notice of Penalty, Inspection Number 1168036, February 28, 2017.