

Community Leaders for Giti Worker Justice

23 November 2021

Mr. Phang Wai Yeen
Chief Executive Officer
Giti Tire Manufacturing (USA) Ltd
1000 Giti Drive
Richburg, SC 29729

Dear Mr. Phang Wai Yeen:

We are concerned community members, human rights advocates, clergy, elected officials, political activists, labor union leaders, and educators who are committed to raising standards and building strong communities in South Carolina. We are writing to you because you are the Chief Executive Officer of Giti Tire Manufacturing (USA) Ltd., one of the largest manufacturers of tires in the world.

Workers have reported mandatory overtime, unpredictable schedules, low wages, and the inability to have time off to spend with their family without retaliation. When workers have raised concerns your company has begun intimidating and even threatening to close the plant if they decide to exercise their right to protected, concerted activity. Further, when workers have the freedom to form a union, workers gain fair wages, safer working conditions, fair schedules, and are able to provide a better life for their families.

We strongly request you immediately cease this immoral activity in our community that defeats the common good. Allow Giti Tire employees to discuss issues relating to improving the working conditions including pay and the elimination of workers' rights abuses in the factory. In your capacity, Giti has the power to fix these grievances by allowing workers to democratically decide, without fear of retaliation, if they wish to collectively address issues at work.

We believe that our civil liberties, economic justice, and protecting the rights of freedom of association of all people are the backbone of not only our state, our country, and working people around the world. We ask you to affirm our beliefs that the intrinsic value of all people to have meaningful employment, an adequate income and livable wage, including:

- The rights of workers to organize for their own safety and for job security without the fear of harassment, discrimination or job loss;
- The rights of all people to decent health care, adequate housing, and education;
- The rights of working people to self-empowerment by having a seat at the decision making table; and
- Justice for workers who are some of the most vulnerable people in our society.



As members of the community we share in the mutual commitment to recognize the dignity of all labor and the rights of each worker to freedom of association. We also believe in the importance of mutual dialogue where all parties work together to address common concerns and where all have a seat at the table.

In order to strengthen these commitments, we call on Giti Tire Manufacturing (USA) Ltd. to meet with us, the community leaders who have all signed below, to address issues we are hearing from workers at the Giti plant in Richburg, SC. In this way. Giti will affirm the authentic voices of the workers, address common concerns, identify and work toward eliminating abuses in the industry, and ultimately improve the living and working conditions of the citizens of South Carolina.

We expect a reply no later than December 3, 2021.

Sincerely,

Annie McDaniel, SC House Representative
John King, SC House Representative
Gilda Cobb-Hunter, SC House Representative
Wanda Stringfellow, Mayor, City of Chester
Robbie King-Boyd, Councilwoman, City of Chester
Rev. Tabatha Strother, Councilwoman, City of Chester
William “Bump” Roddey, Councilman, York County
Brandon Upson, Chairman, SCDP Black Caucus
Natasha McNeil, Founder, Moms Against Racism
Pastor Angela Boyd, Metropolitan AME Zion Church
Bishop Herbert C. Crump, Jr., Freedom Temple Ministries
Pastor Earl Stringfellow, Mt Pilgrim Baptist Church
Pastor Jason Myers, Purity Presbyterian Church
Pastor William Long, Union Ezell AME Zion Church
Rev. Amiri B. Hooker, Wesley Chapel United Methodist Church/Poor People’s Campaign
Charles Brave, President, SC AFL-CIO
MaryBe McMillian, President, NC AFL-CIO
Brenda Murphy, President, SC NAACP
Travis Wright, President, United Steelworkers LU 1924
James Dukes, Business Agent, Boilermakers LU 456
CD Gilliam, President, Catawba Central Labor Council
Ken Riley, President, ILA 1422/East Coast Coordinator, International Dockworkers Council
Donna Dewitt, SC President, Alliance for Retired American
Kerry Taylor, SC Poor People’s Campaign/Charleston Alliance for Fair Employment
April Lott, President, A. Philip Randolph Institute SC Chapter
Brett Bursey, Director, SC Progressive Network
Chris Hall, President, SC Building Trades



Mark McQuillen, Retired President, United Auto Workers LU 2404
Ashley Hawkins, President, Southern Piedmont Central Labor Council
Justin Flores, Vice President, Farm Labor Organizing Committee
Bob Riggins, Representative, United Auto Workers
Lawrence Moore, Chair, Carolina for All
Corey Hill, President, United Auto Workers LU 3520
James N. Hollman, Business Manager, International Brotherhood of Electrical Workers LU 776
Scott McAllister, President, United Auto Workers LU 5286 & NC/SC CAP
Joe Elizondo, President, United Auto Workers Retirees of NC/SC
Erin McKee, Former President, SC AFL-CIO
Pastor Thomas Dixon, Charleston Alliance for Fair Employment/Healthcare Workers United/The Coalition
Boris Gibson, Secretary Treasurer, SC AFL-CIO/Treasurer, United Steelworkers LU 7898
Anson Foster, United Campus Workers -CWA 3765
Bobby Phillips, President, United Auto Workers 5285
Al Butler, Treasurer, Great Sand Hills Central Labor Council
Tony McKinnon, President, NC American Postal Workers Union
Lindsay McClelland, OPEIU 277
Russell Bannan, Convener, The Coalition/Organizer, United Steelworkers

Organizations are for identification purposes only.

