



## **Mississippi Alliance for Fairness at Nissan (MAFFAN)**

### **Background**

MAFFAN was founded after Congressman Bennie Thompson called on Mississippi leaders to form a committee to stand up for Nissan workers.

### **Who we are**

We are concerned members of the Canton community. We are elected leaders, faith leaders, civil rights leaders, community activists and student leaders.

### **What we stand for**

- All workers should have the right to freely decide for themselves, without fear, intimidation or harassment, whether they want to join a union.
- Unions play an important role in society – in giving workers a voice in their workplace. Historically, unions have helped forge a middle class in America.
- Nissan, its workers, and the Greater Canton-Jackson community would benefit if Nissan workers organize with the UAW. Unions play an important role in creating safe and healthy workplaces.
- Unions, through contractual provisions like progressive discipline and grievance procedures, eliminate discrimination and favoritism, creating a fair and just workplace. No corporate business models should be built on a temporary workforce. No worker should spend years as a temporary or agency employee. No worker should earn less wages or benefits than his or her counterparts for performing the same work simply because he or she is employed by a temporary agency or contractor. As community members, we have an interest in a well-trained, stable, committed, permanent workforce. Unions play a critical role in limiting temporary employment through collective bargaining.
- Through unions, and the UAW in particular, workers can contribute to the success of their company and their community. Executives, managers and shareholders all come and go. Workers and their families are here for the long haul, and through collective bargaining and other labor-management partnerships, unions protect the long-term success of their company.

## **Mississippi Alliance for Fairness at Nissan**

Contact: Catherine Gryp, (804) 675-8141, [cgryp@crt-tanaka.com](mailto:cgryp@crt-tanaka.com)

[www.beneaththeshine.org](http://www.beneaththeshine.org)

**Why we support Nissan workers seeking a union and democratic process at Nissan**

We support Nissan workers in their effort to organize a local union with the UAW.

We condemn Nissan's attack on the right to organize through its demonization of the United Autoworkers Union, its use of implied threats of plant closure, its reliance on one-on-one anti-union "education" sessions, small group anti-union roundtable meetings, and anti-union videos that aim to instill fear around unionization and attack unions.

We believe that if Nissan management addresses workers, individually or en masse, on the issue of unionization, then the Nissan Workers Fair Election Committee or its designee must be afforded equal time and access to address Nissan workers.

We believe that labor laws in the United States fail to protect workers trying to organize unions. We believe that Nissan should respect the right to organize as enshrined in the United Nations' International Labor Organization.

We believe that just as Nissan and its Alliance Partner Renault respect the rights of workers in Japan, France, the United Kingdom, and across the globe, it must respect the right to organize of its workforce in Mississippi.