

March 15, 2019

Marvin Ellison, CEO
Lowe's
1000 Lowe's Blvd
Moorsville, NC 28117

Dear Mr. Ellison,

We are port truck drivers and warehouse workers that work at the Port of Los Angeles for one of your contractors, National Freight Industries (NFI).

In response to NFI's violations of labor, minimum wage and safety standards over many years, the Port of LA recently told NFI that it would need to change its business model in order to continue leasing property at the port. Instead of doing the right thing and changing how it treats us workers, NFI has chosen to abandon their operations at the port by July 2019 which will leave us without jobs.

We are the men and women who day in and day out move merchandise for your company out of the Port of Los Angeles, out of the shipping containers, through warehouses, and through the streets of our community before it ends up in stores. Many of us have been working for NFI for decades and take pride in making sure that the goods we move get to the stores safely and on time. This is back-breaking work but we depend on these jobs to make ends meet, support our families, and contribute to our local economy.

We want to make sure you are aware of the many problems at NFI. For years we have spoken up about unsafe equipment, incredibly hot temperatures inside the warehouse, misclassification as "independent contractors", racial discrimination we've faced, retaliation and intimidation, widespread wage theft we endure, and ongoing abuses of our rights as workers.


Now, as a customer of NFI, you face a clear choice. Will you stand with us, the workers who have dedicated our lives to moving your products, or with NFI, a company that has repeatedly demonstrated its contempt for workers and the law?

The Port of Los Angeles is now working to bring in a new operator that will abide by the law, and we hope that you will do the right thing by ending your relationship with NFI and working with us to protect our jobs at the port.

The city of Los Angeles has laws that protect workers like us when there are transitions like this and we plan to continue working there when the new company comes in. We hope that good customers will stay too. Our livelihoods depend on continuing business at this same facility.

We want to meet with your company to discuss this issue immediately. To schedule a time with us;
Please respond to: portdivision@teamster.org

Sincerely,



Edelberto Zamora Castillo
warehouse worker
California Cartage warehouse



Hector Zelaya
misclassified driver port truck driver
K&R Trucking