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OCT 06 2014

BUREAU OF LABOR AND INDUSTRIES

Civil Rights Division Complaint of Unlawful Practice



CIVIL RIGHTS DIVISION
PORTLAND OFFICE

COMPLAINANT:

Case #: EEEMRC141006-11434

Victor Pierce

[REDACTED]
Vancouver, WA 98682

RESPONDENT:

Daimler Trucks North
America LLC
4747 N. Channel Ave.
Portland, OR 97217

Contact: Human Resources

Member:

Daimler North America
Corporation
3 Mercedes Drive
Montvale, NJ 07645

Managers:

Roger Nielsen
Attn: Cynthia Scott
4747 N. Channel Ave C3B-LGL
Portland, OR 97217

Martin Daum
Attn: Cynthia Scott
4747 N. Channel Ave C3B-LGL
Portland, OR 97217

Matthias Guendler
Attn: Cynthia Scott
4747 N. Channel Ave C3B-LGL
Portland, OR 97217

County: Multnomah

of Employees: 200+

659A.030 (1)(b)(f); ORS 659A.199

I, Victor Pierce, being first duly sworn, do depose and say as follows:

Allegations: I allege unlawful employment practices based on my race, whistleblowing activities and for opposing unlawful employment practices in that Respondent retaliates against me, and subjects me to persistent harassment and different terms and conditions of employment.

Continued on reverse side

PORTLAND

800 NE Oregon St., Suite 1045
Portland, Oregon 97232-2180

SALEM

3865 Wolverine Ave. NE; E-1
Salem, Oregon 97305-1268

EUGENE

1400 Executive Parkway, Suite 200
Eugene, Oregon 97401-2158

1. I was hired on or about 1994. I am a line mechanic.
2. I am black.
3. During my tenure, Respondent has had a pattern and practice of subjecting black employees to harassment and different terms and conditions of employment. Examples of this include, but are not limited to:
 - a) I have been called "boy" by co-workers, and frequently heard the word "nigger" used in the workplace. I have reported both to Human Resources; nothing changed.
 - b) I have seen racist graffiti on the workplace walls, including the word "nigger."
 - c) I have been asked to take heated conversations "to the boat ramp," indicating that a white co-worker wanted to fight me; I have also observed other black co-workers be challenged to fights.
 - d) Respondent allows co-workers to yell at me, including co-worker Jose.
4. I and other black employees are given the most difficult jobs and are ridiculed or yelled at if we request assistance. I formerly worked installing seats and was not given an apparatus to help do the work. When I took a new position, Respondent provided the white and/or Asian employee who replaced me in that position with the machine.
5. Steve, who is in charge of TOS, has increased my workload to include installing 26 heaters and 26 wipers without assistance; other white employees who have as high a workload are frequently given assistance.
6. In or about March 2014, I reported to Respondent that a co-worker, Tony, had been tampering with my parts. I also observed that he and other workers were not installing parts to engineer's specifications. I believe that is a potential safety and legal violation. I have reported it to Gabe, the Human Resources manager. Instead, I was accused of yelling at Tony. I was also given a drug test that I feel was retaliatory in or about August 2014. No other employees are subjected to drug tests.

I swear (or affirm) that I know and understand this complaint and that it is true to the best of my knowledge, information and belief.

Your signature: Victor V. Pierce

Verification upon Oath or Affirmation

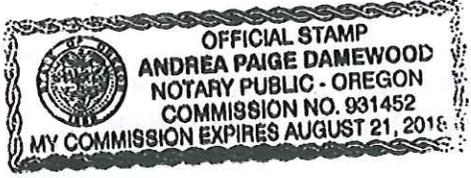
State of OREGON County of Multnomah

Signed and sworn to (or affirmed) before me this 6 Day of October 20 14

by Victor Pierce (name of person making statement).

Andrea Paige Damewood
Notary Public - State of OREGON

8.21.18
Date on which commission expires



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7. I am subjected to harsher scrutiny than my co-workers; I am written up for mistakes everyone makes and made an example of. I have received a disciplinary letter within the last three months.

I believe Respondent retaliates against me, and subjects me to persistent harassment and different terms and conditions of employment based on my race, whistleblowing activities and for opposing unlawful employment practices.

AD/14-02521/10.06.14

Continued on reverse side

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EUGENE

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Eugene, Oregon 97401-2158

I swear (or affirm) that I know and understand this complaint and that it is true to the best of my knowledge, information and belief.

Your signature: Victor W. Pierce

Verification upon Oath or Affirmation

State of OREGON County of Multnomah

Signed and sworn to (or affirmed) before me this 6 Day of October 20 14

by Victor Pierce (name of person making statement).

Michelle Bell
Notary Public - State of OREGON

8.21.18
Date on which commission expires

OFFICIAL STAMP
ANDREA PAIGE DAMEWOOD
NOTARY PUBLIC - OREGON
COMMISSION NO. 931452
MY COMMISSION EXPIRES AUGUST 21, 2018