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OCT 03 2014

BUREAU OF LABOR AND INDUSTRIES

Civil Rights Division Complaint of Unlawful Practice



PTLD CIVIL RIGHTS DIV

COMPLAINANT:

Rondale Dylane Burley

Portland, OR 97203

Case #: EEEMRC141003-11422

Attorney:

Mark Morrell
806 SW Broadway, #1200
Portland, OR 97205

Phone: 503-241-4068

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+

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

I, Rondale Dylane Burley, being first duly sworn, do depose and say as follows:

Allegations: I allege unlawful employment practices based on my race and for opposing unlawful employment practices in that Respondent subjects me to harassment, a hostile work environment and different terms and conditions of employment and fails to take immediate and appropriate corrective action.

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 November 11, 2012. I am a machinist.
2. I am black.
3. During my tenure, I have been subjected to and observed frequent racial slurs and other harassing language and activity. I have heard others be called "boy" and heard the word "nigger" used freely around the plant.
4. In or about January 2014, I was working on a truck with a co-worker, Vance. Vance attempted to do his part of the job before I had completed mine, making it impossible for me to finish my work. I asked Vance why he was always so inconsiderate. Vance lost his temper and shouted at me, saying things such as, "Look here boy, who the fuck are you?" and "I have kids smarter than you boy. He also put a four foot metal pole in my face and acted as if he was going to hit me with it.
5. I reported this harassment to lead worker Tony Marsh, and we both spoke to a plant manager. I reported the racial discrimination and harassment; I was told that Vance is "just an asshole sometimes." Nothing was done.
6. I still work with Vance, and he often scowls at me and treats me in a hostile manner. He also asks and makes comments about me finding a new job or not working for Respondent forever.
7. On or about September 18, 2014, I was working in a position that was new to me and was slower than other employees. A co-worker, Jim Brown, got frustrated and threw a tool, stating "I hate working with stupid ass niggers."
8. I reported the comment to a supervisor, Todd, who did not do anything with my report. The next day he asked, "You're not going to work here forever, are you?" Mr. Brown has not spoken to me since that day and also gives me threatening looks.

I believe Respondent subjects me to harassment, a hostile work environment and different terms and conditions of employment and fails to take immediate and appropriate corrective action based on my race and for opposing unlawful employment practices.

AD/14-05425/09.30.14

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: Rondale Buckley

Verification upon Oath or Affirmation	
State of OREGON	County of <u>Multnomah</u>
Signed and sworn to (or affirmed) before me this <u>3</u> Day of <u>October</u> 20 <u>14</u>	
by <u>Rondale Dylane Buckley</u> (name of person making statement).	
<u>Mireya Alba</u> Notary Public - State of OREGON	
<u>June 12 2018</u> Date on which commission expires	
	