

## WHO WE ARE

We are a team of former Tesla workers. **We represent dozens of current and former workers at Gigafactory 2 in Buffalo, NY, who have been discriminated against and harassed while working at Tesla.**

Tesla has abused and exploited us and our community. New York State residents paid \$959 million for Tesla to open in Buffalo, and instead of economic development and opportunities, we got a workplace that bullies, harasses, and punishes everyday workers, particularly workers of color and women.

We know this firsthand: while our individual experiences have been different, **we have all experienced targeted harassment, discrimination, and abuse, based on our race, gender, or both, as Tesla employees.**

We're fighting for justice and accountability for workers at Gigafactory 2, and Tesla workers across the world. We know the harm we experienced is not ours alone, and occurs along Tesla's supply chain. **We demand for justice for workers at Tesla plants from Buffalo to California, and beyond, for the children forced to mine in the Democratic Republic of the Congo to supply Tesla with cobalt.**

**We are calling on New York State Attorney General James to move forward with the "pending" investigation into discrimination and workplace harm at Gigafactory 2 in Buffalo, New York, and on Tesla shareholders and Board of Directors to address the culture of white supremacy and abuse at the company and across the global supply chain**

## OUR CALL TO ACTION

Today, Tuesday September 22, at 4:30pm, is Tesla's Annual Meeting of Stockholders and Battery Day. **Widespread concern for the treatment of Tesla workers in the U.S. and DRC has generated proposals 6 and 7 from shareholders to address policies, practice, and culture within the company that abuses human rights. We need your help to share our experiences, and tell the real story of Tesla: discrimination, exploitation and abuse.** You can help us by sharing our stories on Twitter, Instagram, and Facebook, and with your networks, on social media at 4:30pm EST!

There is a pattern of racism, sexism, and worker abuse at Tesla. **Tesla is not accountable to anyone and is not interested in repairing the harm they cause to workers.** Their repeated refusal to protect women and workers of color or address the culture of discrimination, bullying, and harassment, and their knowing use of child slavery, have made this clear. **It is time for New York State to take action to protect workers. New York State AG James has a responsibility to intervene.**

## Sample Messaging To Amplify Our Stories And Demands

### Hashtags:

- #TeslasRacist
- #JusticeForTeslaWorkers
- #HoldTeslaAccountable

### At NYS Attorney General James:

- @NewYorkStateAGHow many more workers need to suffer at Gigafactory 2's state-funded facility before @Tesla is held accountable?
- We need @NewYorkStateAGto stand up for New York workers being harassed at @Tesla
- It's time for @NewYorkStateAG to hold @Tesla accountable for trampling on workers' rights
- Our tax dollars shouldn't fund multi-billionaires like @ElonMusk who abuse workers across the globe. It's time for @NewYorkStateAGto intervene and hold @Tesla accountable for the harm they've caused in Buffalo
- Shareholders at @Tesla have taken more action to hold the company accountable for worker abuse than the State of New York. @NewYorkStateAGwhen will you stand up to Elon Musk?

### At Board Members:

- @BoardMember your reputation is on the line. Are you going to stay complicit in child slavery, racism and sexual harassment @Tesla or do the right thing?
- @BoardMember did you hear what leadership at US @Tesla plants are saying to workers? "We should put all the n-words on the night shift, we don't want them seen during the day," "can't wait to get rid of all these Arabs," "I'm so sick of all these motherf\*ckers from the Congo," and "I can't stand these f-ing Arabics." What are you going to do to address this?
- @BoardMember @Tesla is supposed to be leading us into the future but workers feel like its 1950 inside of US @Tesla plants. What will you do to change the culture of Tesla and end mandatory arbitration for workers who experience racial and sexual harassment?
- @BoardMember the Tesla Gigafactory 2 in Buffalo, NY is full of sexual harassment and discrimination. Does @Tesla stand for this or will you vote to end mandatory arbitration so Tesla's women workers can have justice?

## At Elon Musk and Tesla:

- @Elonmusk your company looks more like Gone With the Wind than the Jetsons. Workers around the US are done with @Tesla 's culture of white supremacy and sexism in the workplace.
- @Elonmusk it's time to face the facts: @Tesla plants around the country are hostile workplaces and the racism and sexism are coming from the top. What are you going to do about it?
- You want to take us to space @elonmusk ? How about you fix your company here on earth before we blast off.
- @Elonmusk You call yourself the future, but you're living in the past. Segregated plants, racist and sexist management, and child labor. We see you.
- @Elonmusk Carbon is not the crisis. @Tesla is the crisis. A company built on white supremacy and the pursuit of capital for a select few at the expense of all the rest of us and the earth. You can't hide behind shiny cars and spaceships.

## WHO TO TAG

New York State Attorney General James: @NewYorkStateAG

Elon Musk, CEO: @elonmusk

Tesla's official account: @Tesla

### Tesla's Board of Directors Twitter:

Ira Ehrenpreis @IraEhrenpreis

Kimbal Musk @kimbal

Steve Jurvetson @FutureJurvetson

Robyn M. Denholm

Kathleen Wilson-Thompson

Hiro Mizuno @hiromichimizuno

Larry Ellison @larryellison

James Murdoch

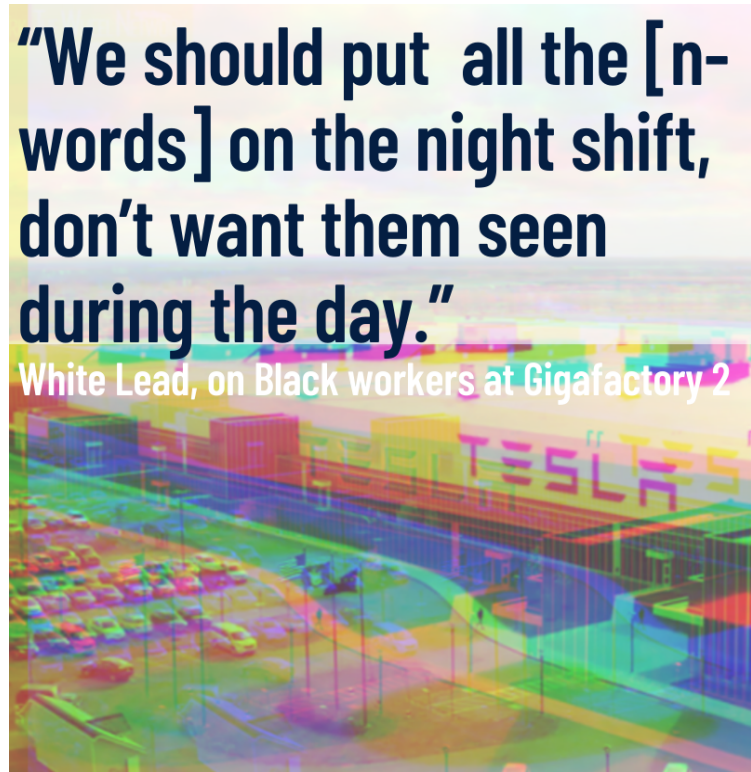
Antonio J. Gracias

## JOIN OUR WORK

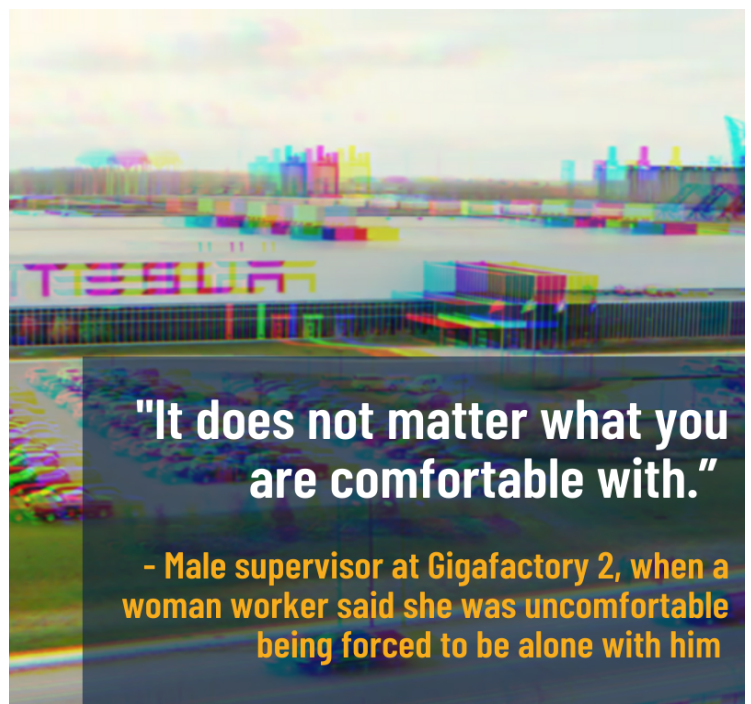
Are you a current or former Gigafactory 2 worker who has experienced racism, sexual harassment, or other forms of discrimination in the workplace? [Click here to connect with us.](#)

To support this campaign and our ongoing organizing: If you live in our membership, click here to [become a member of Clean Air!](#) If you live outside our campaign areas, click here to [become a supporter!](#)

IMAGES FOR SOCIAL MEDIA



WHITE WORKER,  
ON MUSLIM TEMP  
WORKERS AT  
GIGAFACTORY 2





**"We're not hiring women for these positions"- -**

**Gigafactory 2 employee in charge of hiring, to a temp worker on why she didn't receive a permanent placement**



**"I don't give a fuck if she goes to a higher up. Let her. They're not going to do shit." -**

**A white Lead at Gigafactory 2, on a woman of color filing a complaint for racist and sexist harassment**