



Cintas Workers Standing Together for Uniform Justice!

Providing service to over 800,000 customers, Cintas's delivery trucks are common sights in our communities.

What most people don't see are the sweatshop wages, backbreaking workloads and unsafe conditions that Cintas employees endure. That's why workers formed Uniform Justice in 2003 with support from UNITE HERE and the Teamsters. **Since then, a growing number of Cintas employees have been taking action—in the face of harassment and intimidation—to get their fair share of the company's success.**

Cintas's Deadly Disregard for Worker Safety

Over the past five years, Cintas has had more health and safety violations than its three leading competitors in the uniform industry combined.

In March 2007, Eleazar Torres Gomez was killed at Cintas's Tulsa laundry after being caught on an inadequately guarded conveyor and dragged into an industrial dryer.

Cintas is facing \$2.78 million in proposed fines—the largest ever in the service sector—for violations related to this terrible tragedy. Safety inspectors have cited Cintas for dangerous conditions similar to those that led to Mr. Torres Gomez's death at facilities across the country.

Members of the US House's Labor and Education Committee, led by Rep. George Miller, have called for a companywide investigation into safety hazards at Cintas.

"People who look like you and me"— A Culture of Discrimination

The U.S. Equal Employment Opportunity Commission (EEOC) has found "reasonable cause" to believe that Cintas has discriminated against women by failing to hire them as route drivers, and has intervened on their behalf.

Current and former employees have multiple pending class action lawsuits claiming the company has prejudiced hiring and promoting policies.

Workers have reported Cintas plant management using the "N word" and calling women "sluts." One manager in Ohio instructed his White counterparts to hire "people who look like you and me" because "Latinos don't share our values."

Steel Toed Kick—A Campaign of Coercion

When workers have stood together for better jobs, the company has unleashed a campaign of coercion. The General Counsel of the National Labor Relations Board (NLRB) has charged Cintas with illegally firing workers, threatening plant closures, and unlawfully interrogating workers to stop them from forming a union.

The U.S. Court of Appeals for the District of Columbia upheld a National Labor Relations Board (NLRB) decision finding company's handbook illegal because it discourages workers from talking about their wages and working conditions.

In Vista, California, a Cintas manager reportedly said he would "kick driver-employees with his steel toed boots" to show he was not afraid of their efforts to form a union.

Illegally Underpaying for a Hard Day's Work

Workers say Cintas has cheated them out millions of dollars. Employees in Cintas's Hayward, California, laundry won \$1.4 million in back pay suit because Cintas did not pay the required living wage. Currently, Los Angeles workers have filed a lawsuit claiming Cintas has violated that city's living wage law and illegally underpaid them.

Cintas settled a case with California drivers for \$10 million that claimed Cintas withheld overtime pay. Thousands of Cintas truck drivers have a national back pay suit alleging Cintas wrongfully withheld millions in overtime wages.

Cintas is currently being sued for allegedly defrauding the federal government by not paying workers the wages and benefits required for federal contracts.