



recallinjustice.org

Nov. 20, 2025

Executive Chair Euisun Chung
Hyundai Motor Group
Via email to: euisun@hyundai.com

President and Chief Executive Officer José Muñoz
Hyundai Motor Company
Via email to: jmunoz@hmausa.com

President and Chief Executive Officer Ho Sung Song
Kia Motors Corporation
Via email to: hssong@kia.com

SUBJECT: Recalling injustices of the past, we seek your partnership in a binding Community Benefits Agreement for the future

Dear Chairman Chung, President Muñoz, and President Song:

We write to you today as a coalition of community organizations, research and policy groups, workers, faith leaders, environmentalists, unions, and labor councils based in Alabama, Georgia, Louisiana, and California. We are committed to environmental, racial, and economic justice, as well as workplace democracy. Our coalition believes that companies can and should partner with their neighbors to address problems and care for their shared communities.

First, we recognize a significant accomplishment of Hyundai-Kia: Your companies now produce the electric vehicles of the future on Southern land once dominated by cotton plantations. Today, your auto-manufacturing operating decisions shape wages, safety, water quality, and more across Alabama, Georgia, and Louisiana.

We therefore write this letter to request your partnership and ask that you address the specific problems at Hyundai-Kia and throughout your U.S. supply chain, as documented in the attached materials.



Please consider the seriousness of these problems in light of the history of the American South. When the cotton planters and mining companies dominated our region a century ago, they and their allies employed captive labor, retaliated against workers who wished to organize, turned a blind eye to severe injury and death in workplace accidents, degraded water resources, and displaced Black residents and other communities of color. These companies perpetuated a system of staggering social injustice. We refer to their practices as the “sins of the past.”

Today, those sins are unfortunately brought to mind too frequently by the present-day practices of Hyundai-Kia and its U.S. supply chain. These present-day practices, documented in the attached materials and on our website, are:

1. Documented incidents of child labor in the Hyundai-Kia supply chain in Alabama.
2. The low-wage employment by Hyundai-Kia suppliers of incarcerated people in Alabama’s prison labor system, which, according to a recent study, contributes to the suppression of wages for all workers in your supply chain in Alabama.
3. Serious safety problems, leading to death and other serious injuries across the Hyundai-Kia supply chain; and
4. The degradation of water resources tied to production and upstream processes in Alabama and Georgia.

We do not believe that Hyundai-Kia wishes to recreate the sins of the past. These practices are inconsistent with Hyundai-Kia’s stated intention to “strive to prevent and mitigate the negative effects of business activities on human rights.”¹ And yet, the specific problems above risk harming both your workforce and the communities in which you operate.

There is a better path forward. Working together, we can create a “win-win” partnership through which your business in the U.S. can grow, workers at all facilities in your supply chain can prosper, and your neighbors in places like Montgomery, Ellabell, West Point, and Donaldsonville can directly benefit from your presence.

¹ Hyundai Motor Company Human Rights Charter (1)(A)



To accomplish this, we ask **Hyundai-Kia to make ambitious, enforceable commitments to your workers and your neighbors through the negotiation of a comprehensive Community Benefits Agreement (CBA)**. A CBA is a private contract between community groups and an employer designed to achieve new job standards and equity measures. Its provisions may be enforced through binding arbitration. Members of our coalition have successfully negotiated such agreements before, including agreements with the electric transit bus manufacturers **New Flyer of America Inc. in Anniston, Ala.**² and **Build Your Dreams (BYD) in Lancaster, Calif., among others.**³

In pursuit of our shared vision for companies and neighbors, we are committed to seeking partnership. We invite you to begin a dialogue by contacting Jobs to Move America Southern Director **Will Tucker**, a representative of this coalition at wtucker@jobstomoveamerica.org.

It is critically important to our shared future prosperity that we recall the injustices of the past, to make better choices for the future. A binding CBA will secure public trust and ensure Hyundai-Kia is a high-road employer across North America.

We look forward to your response.

Sincerely,

Recall Injustice At Hyundai-Kia

² https://jobstomoveamerica.org/wp-content/uploads/2023/02/CBA_05-24-2022_New-Flyer-Executed.pdf

³ <https://en.byd.com/news/electric-bus-manufacturer-byd-motors-renews-landmark-community-benefits-agreement/>



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AT HYUNDAI-KIA

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Attachments:

- Report: “The Impact of Incarcerated Labor in Hyundai’s U.S. Supply Chain”
- Report: “Hidden in Plain Sight: Safety, Labor & Environmental Violations Driving Hyundai-Kia’s Supply Chain”