

**Statement Submitted for the Record to the House Committee on Oversight & Reform**  
***Congressman Steve Cohen (TN-09)***  
**Hearing on Protecting the Timely Delivery of Mail, Medicine, and Mail-in Ballots**

August 24, 2020

Chairwoman Maloney,

Thank you for holding this critical hearing to protect the timely delivery of mail, medicine and mail-in ballots. I felt it necessary to share my experience with Mr. DeJoy's work before he became Postmaster General, as I believe it sheds important light on his inability to perform a job that demands skilled management of personnel.

Before becoming Postmaster General, Mr. DeJoy was the CEO of New Breed Logistics and then a board member of XPO Logistics. Under his leadership, the company had a history riddled with claims of workplace rights violations, many of which have involved the abuse of Memphis employees. I am gravely concerned that Mr. DeJoy's history of anti-union animus is now threatening the existence of the U.S. Postal Service.

In 2010, the U.S. Equal Employment Opportunities Commission (EEOC) sued New Breed based on allegations of sexual harassment and subsequent retaliation for reporting the abuse. In 2013, the EEOC received several complaints that alleged serious racial and sexual harassment claims that occurred in a Memphis warehouse. Subsequently, the jury awarded the four claimants more than \$1.5 million in backpay, compensatory and punitive damages.<sup>1</sup>

XPO acquired New Breed Logistics in 2014 and retained Mr. DeJoy as a board member.<sup>2</sup> In 2018, *The New York Times* published an investigation centered on an XPO warehouse, formerly owned and managed by New Breed, in Memphis. The *Times* investigation included the experiences of six warehouse employees who had suffered miscarriages after being denied accommodation. One of those women, in a separate event, witnessed her coworker die of cardiac arrest after being denied a break.<sup>3</sup>

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<sup>1</sup> U.S. Equal Employment Opportunity Commission. "Jury Awards More Than \$1.5 Million in EEOC Sexual Harassment and Retaliation Suit against New Breed Logistics." <https://www.eeoc.gov/newsroom/jury-awards-more-15-million-eeoc-sexual-harassment-and-retaliation-suit-against-new-breed>.

<sup>2</sup> XPO Logistics, Inc. "XPO Logistics to Acquire New Breed Logistics and Completes Acquisition of Atlantic Central Logistics." <https://investors.xpo.com/news-releases/news-release-details/xpo-logistics-acquire-new-breed-logistics-and-completes#:~:text=New%20Breed%20Acquisition,normalized%20level%20of%20working%20capital..>

<sup>3</sup> *The New York Times*. "Miscarrying at Work: The Physical Toll of Pregnancy Discrimination." <https://www.nytimes.com/interactive/2018/10/21/business/pregnancy-discrimination-miscarriages.html>.

Not four months after this investigation and Congressional demands for accountability, XPO abandoned their employees altogether and closed the warehouse.<sup>4</sup>

Mr. DeJoy's flagrant disregard for his former private industry workforce at New Breed and XPO has seamlessly transitioned with him into the public sector. His ongoing attempts to dismantle the Postal Service should not come as a surprise, and his history of mismanagement is further cause for the serious concerns that have warranted today's hearing. The delivery of mail is vital to the fabric of our society, and without the tireless labor of postal carriers, the Post Office would cease to exist. I urge my colleagues to consider Mr. DeJoy's history of personnel abuse and mismanagement while examining his fitness as Postmaster General.

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<sup>4</sup> *The New York Times*. "XPO Logistics Will Close Warehouse Where Some Pregnant Workers Miscarried." <https://www.nytimes.com/2019/02/14/business/xpo-verizon-warehouse-pregnancy-discrimination.html>.