

Congress of the United States

Washington, DC 20510

October 18, 2024

Andy Jassy
Chief Executive Officer
Amazon.com, Inc.
410 Terry Ave. North
Seattle, WA 98109-5210

Dear Mr. Jassy:

We are writing regarding Amazon workers' efforts to exercise their constitutional and statutory rights to organize a union, and to express concern over alleged illegal anti-union activities conducted at the behest of Amazon. As you know, workers have a constitutional right to organize and advocate for improvements in their wages and working conditions, as well as statutory rights to engage in protected concerted activity under Section 7 of the National Labor Relations Act (NLRA). However, we have heard concerns from our constituents who are scared to exercise these rights due to fear of reprisal from their employer, and anti-union activities from an employer as prominent as Amazon exacerbate those concerns. Therefore, in accordance with the NLRA, we urge Amazon to refrain from engaging in intimidation, retaliation, and other forms of illegal interference and to allow workers to decide on their own, whether they should join a union.

We are deeply troubled by ongoing reports that Amazon may be unlawfully coercing, intimidating, and retaliating against workers involved in union organizing activity. As you are aware, a National Labor Relations Board (NLRB) administrative law judge recently ruled that you broke federal labor law with your public comments regarding unionization efforts by Amazon workers. In accordance with that ruling, you were advised to avoid threatening your employees with similar comments in the future, and Amazon was ordered to notify employees at its facilities that the NLRB had found that it violated federal labor law.¹ An NLRB judge has also ruled that Amazon committed "numerous and pervasive" unfair labor practices at its Staten Island facility in the run up to workers' union election efforts in 2022, including targeting prominent union organizers for intimidation and retaliation.² Additionally, NLRB judges have also ruled that Amazon violated workers' rights by illegally influencing a union election at a warehouse in Bessemer, Alabama.³ Finally, Amazon has yet to bargain with its employees at its Staten Island warehouse more than two years after these workers voted to form a union.

Mounting allegations of labor rights violations at Amazon facilities have arisen throughout the country at virtually every level of the company's operations, including warehouses,⁴ air cargo

¹ <https://www.cnbc.com/2024/05/01/amazon-ceo-andy-jassy-broke-federal-labor-law-with-anti-union-remarks.html>

² <https://news.bloomberglaw.com/daily-labor-report/amazon-commits-slew-of-labor-law-violations-nlr-judge-rules>

³ <https://www.npr.org/2022/01/26/1075833289/why-a-mailbox-continues-to-loom-over-amazon-warehouse-union-vote-in-alabama>

⁴ <https://www.kfvs12.com/2024/05/21/amazon-warehouse-employees-st-peters-file-unfair-labor-practice-charge-against-company>

hubs,⁵ trucking and last-mile-delivery.⁶ The Senate Health, Education, Labor and Pensions (HELP) Committee is currently investigating Amazon’s safety record and treatment of workers’ injured in its warehouses.⁷

A distinct, but related, recent Senate oversight effort joined by a bi-partisan group of 34 Senators has outlined numerous concerns with Amazon’s Delivery Service Partner (DSP) program, ranging from safety and health concerns to the company’s lack of respect for labor law and its obvious status as an employer of employees delivering packages through Amazon’s DSPs, as a joint-employer.⁸

And the NLRB has determined as of this August that Amazon is “legally the boss of a group of subcontracted delivery drivers,” rejecting “the company’s claims that workers in its sprawling delivery network aren’t its employees.” In this unfair labor practice case regarding a group of drivers in Southern California, agency prosecutors “also concluded that Amazon violated federal labor law by making illegal threats and refusing to negotiate after the workers organized last year with the Teamsters.”⁹

Over the past year, Amazon warehouse workers and delivery drivers have engaged in a series of public actions across the country to draw attention to these unfair labor practices, and to urge the company to bargain in good faith with the union. These actions have taken place at over 30 Amazon facilities across 10 states from coast to coast, thus far.^{10 11 12 13 14}

We remain committed to ensuring that workers’ rights are respected in accordance with relevant federal and state laws. In light of the earlier mentioned concerns and documented instances of unfair labor practices, we request answers to the following questions:

1. How can Amazon justify its claims of supporting worker rights while consistently intimidating and retaliating against employees seeking to organize?

⁵ <https://www.cbsnews.com/losangeles/news/amazon-workers-claim-company-violated-california-labor-laws/> and <https://www.washingtonpost.com/technology/2024/03/14/amazon-labor-law-violation-workers/>

⁶ <https://www.cnbc.com/2021/07/30/amazon-dsps-tell-drivers-to-bypass-safety-inspections.html> and <https://schakowsky.house.gov/media/press-releases/schakowsky-garcia-budzinski-illinois-colleagues-demand-end-amazon-union>

⁷ <https://www.help.senate.gov/chair/newsroom/press/news-chairman-sanders-opens-sweeping-investigation-into-amazon-warehouse-safety-and-calls-for-amazon-workers-to-share-their-stories>

⁸ www.murphy.senate.gov/newsroom/press-releases/murphy-leads-bipartisan-group-of-34-senators-in-pressing-amazon-for-answers-on-the-mistreatment-of-delivery-drivers

⁹ https://www.bloomberg.com/news/articles/2024-08-22/amazon-is-boss-of-subcontracted-drivers-violated-rights-nlr-prosecutors-say?utm_source=website&utm_medium=share&utm_campaign=copy

¹⁰ <https://teamster.org/2024/04/teamsters-extend-largest-strike-against-amazon-in-the-u-s/>

¹¹ <https://www.wcpo.com/news/local-news/boone-county/hebron/teamsters-amazon-kcvg-air-hub-workers-go-on-strike-to-stop-amazons-unfair-labor-practices>

¹² <https://teamster.org/2024/06/amazon-teamsters-extend-strike-to-connecticut-joined-by-sen-blumenthal/>

¹³ <https://teamster.org/2024/06/illinois-amazon-drivers-strike-over-unfair-labor-practices/>

¹⁴ <https://teamster.org/2024/07/amazon-workers-strike-at-major-west-coast-air-hub/>

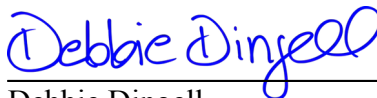
2. If Amazon truly values its employees (as the company claims to do), why does it allocate significant resources to anti-union campaigns rather than investing in improving working conditions and wages?
3. How does Amazon reconcile its public statements on promoting a fair and safe workplace with documented instances of surveillance and coercive interrogation of union organizers?
4. Why should employees trust Amazon's commitment to their well-being when the company actively undermines their legally protected right to unionize?
5. Will Amazon commit to refrain from further illegal threats of intimidation and retaliation against any and all Amazon workers (whether employed by Amazon as a joint or single employer) so that workers may freely choose to exercise their constitutional and statutory rights to organize a union?
6. In circumstances where workers vote to unionize, either now, or in the future, will you commit to negotiating with them in good faith as is required by law?

We look forward to your attention to this request and ask that you provide responses to the questions specified in this letter by no later than October 25, 2024.

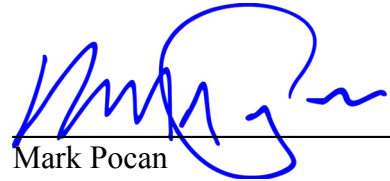
Sincerely,



Donald Norcross
Member of Congress
Co-Chair, Congressional
Labor Caucus



Debbie Dingell
Member of Congress
Co-Chair, Congressional
Labor Caucus



Mark Pocan
Member of Congress
Co-Chair, Congressional
Labor Caucus



Ilhan Omar
Member of Congress



Jesús G. "Chuy" García
Member of Congress



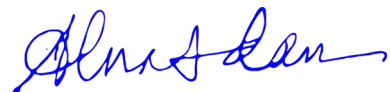
Jan Schakowsky
Member of Congress



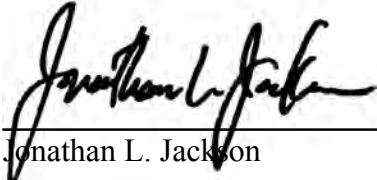
Pramila Jayapal
Member of Congress



Katie Porter
Member of Congress



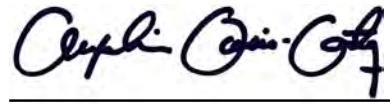
Alma S. Adams, Ph.D.
Member of Congress



Jonathan L. Jackson
Member of Congress



Lois Frankel
Member of Congress



Alexandria Ocasio-Cortez
Member of Congress



Thomas R. Suozzi
Member of Congress



Madeleine Dean
Member of Congress



Delia C. Ramirez
Member of Congress



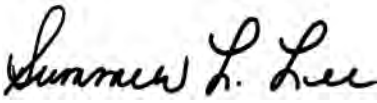
John Garamendi
Member of Congress



Chris Deluzio
Member of Congress



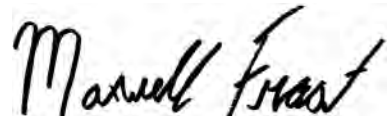
Val Hoyle
Member of Congress



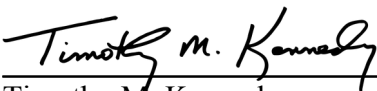
Summer L. Lee
Member of Congress



Dan Goldman
Member of Congress



Maxwell Alejandro Frost
Member of Congress



Timothy M. Kennedy
Member of Congress



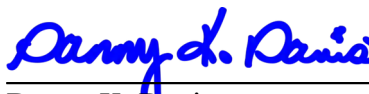
Ro Khanna
Member of Congress



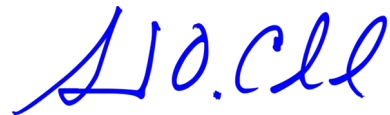
Lori Trahan
Member of Congress



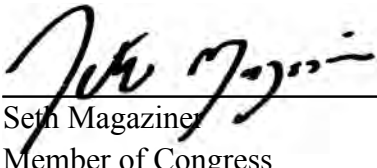
Rashida Tlaib
Member of Congress



Danny K. Davis
Member of Congress



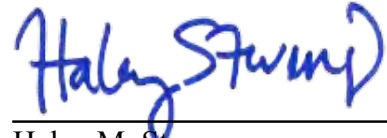
Salud Carbajal
Member of Congress



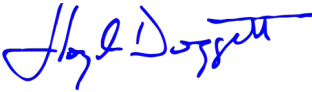
Seth Magaziner
Member of Congress



Rosa L. DeLauro
Member of Congress



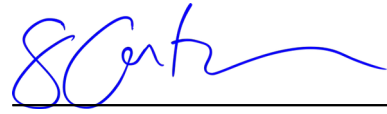
Haley M. Stevens
Member of Congress



Lloyd Doggett
Member of Congress



Betty McCollum
Member of Congress



Sean Casten
Member of Congress



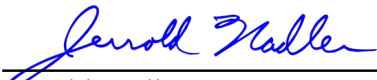
Robert J. Menendez
Member of Congress



Paul D. Tonko
Member of Congress



Stephen F. Lynch
Member of Congress



Ferrol Nadler
Member of Congress



Emilia Strong Sykes
Member of Congress



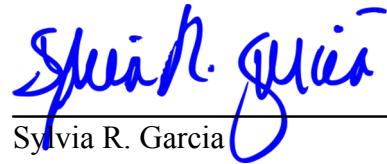
Barbara Lee
Member of Congress



Mark DeSaulnier
Member of Congress



Eleanor Holmes Norton
Member of Congress



Sylvia R. Garcia
Member of Congress



Henry C. "Hank" Johnson, Jr.
Member of Congress



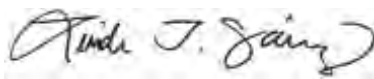
Shri Thanedar
Member of Congress



Adam B. Schiff
Member of Congress



James P. McGovern
Member of Congress



Linda T. Sánchez
Member of Congress



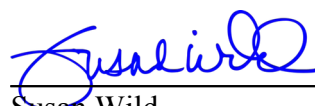
Raul Ruiz, M.D.
Member of Congress



Andy Kim
Member of Congress



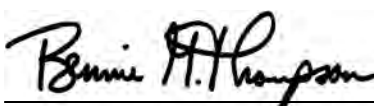
Steve Cohen
Member of Congress



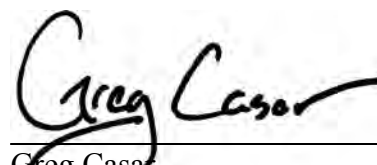
Susan Wild
Member of Congress



Andre Carson
Member of Congress



Bennie G. Thompson
Member of Congress



Greg Casar
Member of Congress



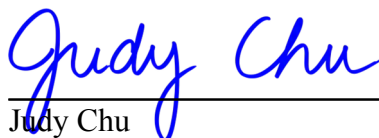
Bonnie Watson Coleman
Member of Congress



Greg Landsman
Member of Congress



Mary Gay Scanlon
Member of Congress



Judy Chu
Member of Congress



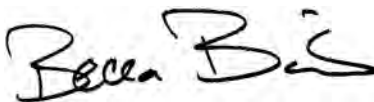
Chellie Pingree
Member of Congress



Cori Bush
Member of Congress



Dwight Evans
Member of Congress



Becca Balint
Member of Congress



Maxine Waters
Member of Congress



Chrissy Houlahan
Member of Congress



Mikie Sherrill
Member of Congress



Bill Foster
Member of Congress



Jamaal Bowman, Ed.D.
Member of Congress



David J. Trone
Member of Congress



Nanette Diaz Barragán
Member of Congress



Grace F. Napolitano
Member of Congress



Al Green
Member of Congress
Scion of the Enslaved
Africans -
Sacrificed to Make America
Great



Raúl M. Grijalva
Member of Congress



J. Luis Correa
Member of Congress



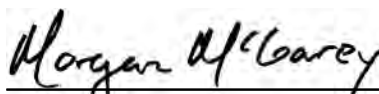
Mark Takano
Member of Congress



Julia Brownley
Member of Congress



Melanie Stansbury
Member of Congress



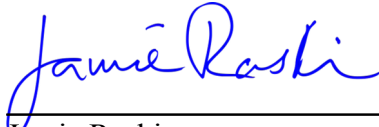
Morgan McGarvey
Member of Congress



Darren Soto
Member of Congress



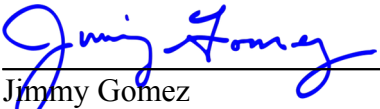
Grace Meng
Member of Congress



Jamie Raskin
Member of Congress



Elissa Slotkin
Member of Congress



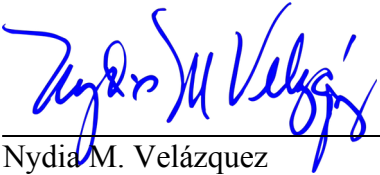
Jimmy Gomez
Member of Congress



Jason Crow
Member of Congress



Patrick Ryan
Member of Congress



Nydia M. Velázquez
Member of Congress



Shontel M. Brown
Member of Congress



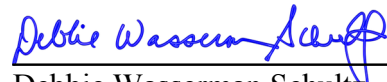
Lauren Underwood
Member of Congress



Adriano Espaillat
Member of Congress




Kevin Mullin
Member of Congress



Debbie Wasserman Schultz
Member of Congress



Greg Stanton
Member of Congress



Hillary J. Scholten
Member of Congress




Ruben Gallego
Member of Congress



Jared Huffman
Member of Congress



Ayanna Pressley
Member of Congress



Ritchie Torres
Member of Congress



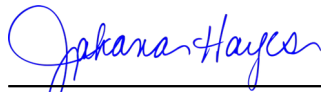
Dina Titus
Member of Congress




Joaquin Castro
Member of Congress



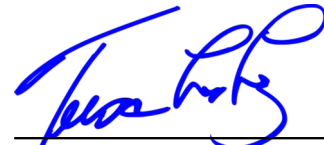
Daniel T. Kildee
Member of Congress



Jahana Hayes
Member of Congress



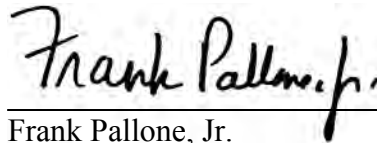
Wiley Nickel
Member of Congress



Teresa Leger Fernández
Member of Congress



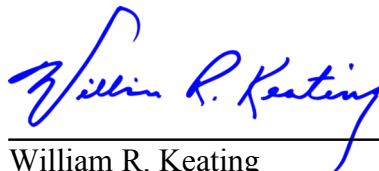
Raja Krishnamoorthi
Member of Congress



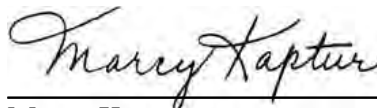
Frank Pallone, Jr.
Member of Congress



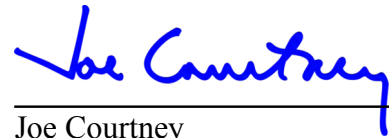
Ann McLane Kuster
Member of Congress



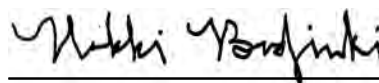
William R. Keating
Member of Congress



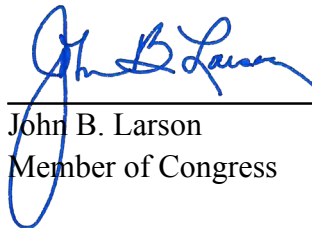
Marcy Kaptur
Member of Congress



Joe Courtney
Member of Congress



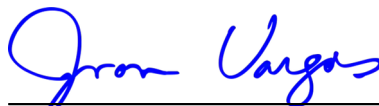
Nikki Budzinski
Member of Congress



John B. Larson
Member of Congress



Mary Sattler Peltola
Member of Congress



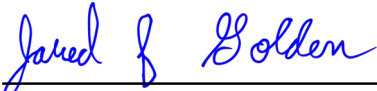
Juan Vargas
Member of Congress



Chris Pappas
Member of Congress



Bradley Scott Schneider
Member of Congress



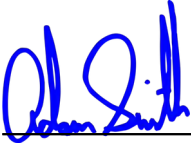
Jared Golden
Member of Congress



Matt Cartwright
Member of Congress



Gabe Amo
Member of Congress



Adam Smith
Member of Congress



Brad Sherman
Member of Congress



Sara Jacobs
Member of Congress



Eric Sorensen
Member of Congress



Josh Gottheimer
Member of Congress



Seth Moulton
Member of Congress



C. A. Dutch Ruppertsberger
Member of Congress



Tony Cárdenas
Member of Congress



Kathy Castor
Member of Congress



Brendan F. Boyle
Member of Congress



David Scott
Member of Congress



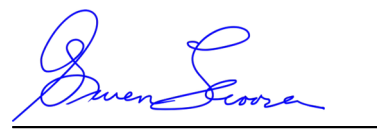
JM Tokuda
Member of Congress



Angie Craig
Member of Congress



Sharice L. Davids
Member of Congress
Kansas Third District



Gwen S. Moore
Member of Congress



Jasmine Crockett
Member of Congress