

United States Senate

WASHINGTON, DC 20510

June 10, 2022

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

Dear Mr. Jassy:

We write to you today to express our strong support for the Amazon warehouse workers at JFK8, who won their National Labor Relations Board (NLRB) election by a margin of over 500 votes on April 1st, 2022. This victory marked the first-ever Amazon warehouse to form a union in the United States. Why has it taken this long? Because all the evidence indicates that Amazon has engaged in rampant, illegal union-busting activities for years. It is clear to us that Amazon is refusing to recognize a legitimate and overwhelming union election and to negotiate a fair first contract with the Amazon Labor Union (ALU).

Based on countless news reports, investigations, and what we have heard from our own constituents, we have serious doubts that Amazon is serious about complying with federal labor law. Last year, Amazon [spent \\$4.3 million](#) on union-busting consultants and lawyers. Amazon has [forced workers](#) to attend anti-union meetings and [fired workers](#) for “the crime” of being pro-union. Amazon has [threatened](#) to slash wages and benefits if workers form a union. It has relentlessly [bombarded](#) workers with anti-union propaganda in warehouse bathrooms, on platforms workers use to access schedules, in social media ads, and via mail and phone calls outside of work. And despite this, the JFK8 union drive showed that the democratic voice of Amazon’s workers has spoken in favor of a union.

Sadly, Amazon has refused to accept the will of their workers and has instead filed 25 [objections](#) to the election, accusing both the union and the NLRB of misconduct. Amazon has objected to the union election from the beginning, alleging that there is insufficient support and the union and NLRB manipulated evidence of support. But, Mr. Jassy, last month's election results make it clear that your workers at JFK8 want a union. Amazon has gone as far as alleging that the NLRB and the union’s actions are “substantially more egregious” than its own actions to interfere with a union election in Bessemer, Alabama by illegally installing a mailbox to intimidate workers.

Let’s be clear: The courageous and democratic actions of Amazon workers and ALU organizers at JFK8 are nothing like the egregious union-busting campaign you have—and continue to—wage.

While you claim to strive to be “Earth’s best employer and Earth’s safest place to work,” your actions in response to this historic union victory say otherwise. It is abundantly clear that Amazon does not want to be held accountable by their workers for the unsafe working conditions, excruciating hours, and unsustainable employee turnover that have all come to define work life at one of the country’s most-profitable monopolies.

While Amazon likes to boast about its competitive starting pay, its generous benefits, and its support for select progressive policy items, this “pro-worker” sentiment fades away the moment its own workers state they want to exercise their legal right to collectively bargain.

Amazon is not a poor company. It is not going broke. Last year, Amazon increased its profits by 75 percent to a record-breaking \$35 billion while avoiding over \$5 billion in taxes.

If Amazon can afford to spend \$10 billion in stock buybacks to enrich its wealthy shareholders and executives—including the second richest person in the world, Jeff Bezos—it can afford a unionized workforce. If Amazon can spend over \$4 million in a single year on union-busting and \$213 million on your compensation, it can afford a workforce that can collectively bargain for better wages, better benefits, safer working conditions, and reliable schedules.

The workers of JFK8 voted for union representation and their voice must be respected. If Amazon wants to be an industry leader and “Earth’s best employer,” then it should stop hiring expensive union busting consultants and high-powered law firms to try to overturn the results of a free and fair election. Based on the extremely troubling record we have outlined above, it is time for Amazon to change course and live up to its stated principles.

We strongly urge you to respect the will of Amazon workers by dropping your objections, recognizing the Amazon Labor Union and negotiating in good faith before the NLRB hearing on June 13th. It is time for Amazon to end its blatant disregard of labor law and treat workers with the respect and dignity they deserve.

Sincerely,



Bernard Sanders
United States Senator



Kirsten Gillibrand
United States Senator