

Congress of the United States
Washington, DC 20515

July 2, 2024

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

Dear Mr. Jassy,

We write to express deep concern over disturbing allegations that Amazon is unlawfully retaliating against Delivery Service Partner (DSP) drivers employed at its DIL7 delivery station facility in Skokie, Illinois.

Our offices have recently received several credible reports of intimidation and retaliation against these workers for engaging in union organizing activity. As you are aware, Amazon drivers in Skokie, IL went on an unfair labor practice strike on Weds, June 26th asking that Amazon recognize their union and bargain a fair contract.

All workers have a constitutional right to organize and advocate for improvements in their wages and working conditions, and statutory rights to engage in protected concerted activity under Section 7 of the National Labor Relations Act.

We are aware of several unfair labor practice (ULP) charges filed with the National Labor Relations Board (NLRB) against Amazon in relation to these allegations, including charges that Amazon has:

- Ordered workers to leave its premises because they were discussing unionization with coworkers;
- Terminated employees for attempting to organize a union;
- Surveilled workers who were attempting to organize a union;
- Implemented a hiring freeze at the facility in response to union activity;
- Suppressed pro-union speech on employee messaging boards;
- Altered terms and conditions of employment in response to union organizing, as a pretext to suppress union activity; and
- Sought to permanently shutter the facility in response to union organizing activity.

A bi-partisan coalition of 34 Senators recently sent you a similar but distinct oversight letter on June 10th of this year outlining numerous concerns with Amazon's DSP program.¹ The timing of recent reports of intimidation and retaliation against drivers in Skokie are therefore especially

¹ *Murphy Leads Bipartisan Group of 34 Senators in Pressing Amazon for Answers on the Mistreatment of Delivery Drivers: U.S. Senator Chris Murphy of Connecticut*, 6 June 2024, 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.

troubling, adding urgency and legitimacy to the outstanding concerns raised in the earlier Senate letter, particularly regarding the company's respect for labor law and the company's status as a single or joint-employer of DSP drivers.

The June 10th letter was a follow-up to an earlier oversight letter sent to you on February 9, 2024.² To date your responses to these oversight letters have been insufficient. The Senate is still awaiting a serious response.

Amazon has now been accused of several serious breaches of the National Labor Relations Act in recent years, and as you are aware, an NLRB administrative law judge recently ruled that you broke federal labor law with your public comments regarding increased union efforts by Amazon workers and advised that you should avoid threatening your employees with similar comments in the future. In accordance with that ruling and advice, Amazon was ordered to notify employees at its facilities that the NLRB has found that it violated federal labor law.^{3,4}

As members of the Illinois Congressional delegation, we are committed to ensuring that Amazon respects the rights of all its workers, including its DSP drivers in Skokie, IL. We ask for your commitment to refrain from threats of intimidation and retaliation as DSP drivers exercise their rights to organize a union, and if they so choose bargain collectively to negotiate in good faith to secure improvements in their wages and working conditions.

Given the current reports of unlawful intimidation and retaliation, we request your response by July 15th, 2024.

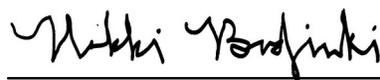
Sincerely,



Jan Schakowsky
Member of Congress



Jesús G. "Chuy" García
Member of Congress



Nikki Budzinski
Member of Congress

² *Murphy Leads Bipartisan Group of 29 Senators in Calling out Amazon's Mistreatment of Delivery Drivers: U.S. Senator Chris Murphy of Connecticut*, 10 Jan. 2024, www.murphy.senate.gov/newsroom/press-releases/-murphy-leads-bipartisan-group-of-29-senators-in-calling-out-amazons-mistreatment-of-delivery-drivers.

³ Sainato, Michael. "They Are Breaking the Law": Inside Amazon's Bid to Stall a Union Drive." *The Guardian*, Guardian News and Media, 3 Apr. 2024, www.theguardian.com/technology/2024/apr/03/amazon-union-warehouse-california.

⁴ Rosenblatt, Lauren. "Amazon CEO Andy Jassy Violated Labor Law with Union Comments, NLRB Rules." *The Seattle Times*, The Seattle Times Company, 3 May 2024, www.seattletimes.com/business/amazon/amazon-ceo-andy-jassy-violated-labor-law-with-union-comments-nlr-rules/.



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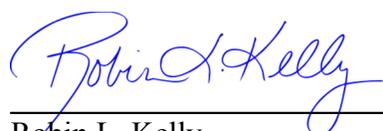
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