

# CONGRESS OF THE UNITED STATES

February 5, 2021

Jeff Bezos  
Chief Executive Officer  
Amazon.com  
410 Terry Ave. N  
Seattle, WA 98109

Dear Mr. Bezos:

We write regarding the upcoming National Labor Relations Board election in Bessemer, Alabama, and to express our support for Amazon workers who seek to organize a union with the Retail, Wholesale and Department Store Union (RWDSU). We urge Amazon to take this opportunity to recognize the true value of your workers to your company's success, and to treat your employees as the critical asset they are, not as a threat to be neutralized or a cost to be minimized.

Amazon's profits have soared by 70 percent over the last year thanks in significant part to the hard work of your employees. They have put in long hours and risked their own health during the COVID-19 pandemic to meet increased demand, and they deserve to share in the success they have made possible. Your employees have the right to join together to bargain collectively for a voice in their workplace, and to vote to establish their rights to negotiate. They also deserve to receive the compensation, benefits, and respect that reflect their true value to the company.

In a recent Executive Order, President Biden wrote that, "It is the policy of the United States to encourage union organizing and collective bargaining." The expansion of collective bargaining can be a net benefit to workers and management. Workers who belong to unions earn higher wages, have more paid time off, and negotiate improved health care coverage, which can strengthen their families and communities and help the company with improved morale and reduced turnover, recruitment, training and other costs. The workers in Alabama are also focused on advancing racial equity. Given the historic challenges our nation faces right now, these kinds of improvements are needed across the economy.

This is an opportunity for your company to chart a new course and break with your history of disempowering workers. From using so-called "flex" workers to avoid paying full benefits, to failing to provide complete data on COVID-19 spread in the workplace, to spying on employees seeking to organize a union, Amazon has demonstrated a clear pattern of denying workers' dignity on the job. During this campaign in Alabama, you have attempted to coerce your employees out of exercising their voices with misleading text messages and anti-union propaganda. Your effort to force in-person voting in the middle of a pandemic hotspot is particularly offensive, given that you made your fortune by getting customers to abandon in-person shopping by convincing them it was safe and effective to shop online.

The upcoming election in Bessemer, Alabama is an opportunity for a reset. We ask that you stop these strong-arm tactics immediately and allow your employees freely to exercise their right to organize a union. We will be paying close attention to the way Amazon conducts itself during this vote and call on Amazon to ensure an election for its workers in Alabama that honors the dignity of work.

Sincerely,

ANDY LEVIN Member of Congress	MARCY KAPTUR Member of Congress	ROSA L. DELAURO Member of Congress
SANFORD D. BISHOP, Jr. Member of Congress	NYDIA M. VELAZQUEZ Member of Congress	JAMES P. MCGOVERN Member of Congress
BILL PASCRELL, Jr. Member of Congress	JOHN B. LARSON Member of Congress	JAN SCHAKOWSKY Member of Congress
ADAM B. SCHIFF Member of Congress	TIM RYAN Member of Congress	BRIAN HIGGINS Member of Congress
JOE COURTNEY Member of Congress	PETER WELCH Member of Congress	PAUL TONKO Member of Congress
JUDY CHU Member of Congress	JOHN GARAMENDI Member of Congress	DAVID N. CICILLINE Member of Congress
TERRI A. SEWELL Member of Congress	MATT CARTWRIGHT Member of Congress	DANIEL T. KILDEE Member of Congress
ALAN S. LOWENTHAL Member of Congress	GRACE MENG Member of Congress	MARK POCAN Member of Congress
MARK TAKANO Member of Congress	KATHERINE M. CLARK Member of Congress	DONALD NORCROSS Member of Congress
MARK DESAULNIER Member of Congress	DEBBIE DINGELL Member of Congress	BONNIE WATSON COLEMAN Member of Congress
DWIGHT EVANS Member of Congress	PRAMILA JAYAPAL Member of Congress	RO KHANNA Member of Congress
THOMAS R. SUOZZI Member of Congress	JIMMY GOMEZ Member of Congress	SUSAN WILD Member of Congress

JASON CROW  
Member of Congress

VERONICA ESCOBAR  
Member of Congress

SYLVIA R. GARCIA  
Member of Congress

JESÚS G. "CHUY"  
GARCÍA  
Member of Congress

JARED F. GOLDEN  
Member of Congress

JOE NEGUSE  
Member of Congress

ILHAN OMAR  
Member of Congress

KATIE PORTER  
Member of Congress

HALEY M. STEVENS  
Member of Congress

RASHIDA TLAIB  
Member of Congress

JENNIFER WEXTON  
Member of Congress

JAMAAL BOWMAN  
Member of Congress

CORI BUSH  
Member of Congress

MARIE NEWMAN  
Member of Congress

NIKEMA WILLIAMS  
Member of Congress