



**Mid-South Council
Retail, Wholesale and Department Store Union**

1901 10th Avenue South
Birmingham, AL 35205
Phone: (205) 322-7462

Brothers and Sisters,

My name is Randy Hadley and I am the President of the Mid-South Council of the Retail, Wholesale and Department Store Union (RWDSU) here in Birmingham, Alabama. Your organizing committee at BHM1 asked me to reach out to you all to address a few things:

Our union proudly negotiates and services hundreds of union contracts, which workers like you have led the negotiations on in dozens of industries throughout Alabama and the south. Amazon has specifically had much to say about our poultry members that have fought for the last many years and stood together to raise their wages to a new standard for the poultry industry. What Amazon has attempted to do since the day we showed up to support you all in organizing your union is spread misinformation designed to intimidate you and distract you from the real reason you started this fight; to have a seat at the table, job security and protection from being fired for un-just reasons, a good wage with good benefits, and a predictable future. These things are achieved everyday by our members throughout Alabama.

- Let me be clear, our members don't work in a constant state of conflict. Often, they have strong relationships with management. Still, make no mistake when they are treated un-justly, they have a legal, contractual way to address it and protect themselves and they do so as necessary.
- Amazon has insinuated that the union will "pull you out on a strike". Here are the facts, our membership and our membership *ONLY* controls whether or not to strike by a super majority. This means nearly 4,000 Amazon workers would have to vote to go on strike. A strike can be useful when needed, but it is also very, very rare. This is, yet another fear tactic by Amazon.
- Alabama is a right to work state, if you do not want to participate in the union you will not be forced to. Voting for the union and winning a union contract will *NOT* cost you one penny. Being a union member and participating in the union will always be your decision.

In closing, I wanted to share with you personally a true comparison and example of some of the benefits achieved and won by our union members at a warehouse just like the one you work in right here in Birmingham, Alabama.

If you ever have a question, please feel free to reach out. Your union hall is located at 1901 10th Ave. S. Birmingham, AL. 35205. Phone number: (205) 322-7462. We will make sure to be in touch. Stay strong and Vote Union Yes.

In solidarity,

Randy Hadley

Randy Hadley
President,
Mid-South Council of the Retail, Wholesale and Department Store Union (RWDSU)

Excerpts from a Current RWDSU Contract

SHIFT DIFFERENTIAL: Warehouse employees and spotters regularly scheduled to report to work after 2:00pm daily shall receive seventy-five cents (\$0.75) per hour effective May14, 2021 Shift Differential Premium pay above established rates for their classification.

Negotiated Contract Holidays	
Employee Birthday	Employee Anniversary
New Year's Eve	Thanksgiving Day
New Year's Day	Christmas Eve
July 4th	Christmas Day
Labor Day	

Job Title	Starting Wage as of 2021	Starting Wage as of 2022	Starting Wage as of 2023
Forklift Operator	\$18.90	\$19.35	\$19.80
Order Selector	\$18.58	\$19.03	\$19.48
Loader	\$18.58	\$19.03	\$19.48
Lead Checker	\$19.09	\$19.54	\$19.99
Warehouse Worker	\$18.58	\$19.03	\$19.48