



Seattle City Council

May 29, 2015

Jeff Bezos, CEO
Amazon.com, Inc.
410 Terry Avenue North
Seattle, WA 98109

Dear Mr. Bezos,

We are writing to express concern about Amazon's security contractor, Security Industry Specialists (SIS). Last summer, City Council Members joined the Seattle Human Rights Commission and SIS security officers who have been asking Amazon to resolve the issues surrounding SIS for more than a year. Amazon responded that it would "carefully monitor the NLRB's investigation."

After a lengthy investigation, SIS has settled the NLRB's complaint that the company:

- unlawfully prohibited its employees from talking to Amazon employees about their working conditions,
- instructed workers not to talk about disciplinary actions, and
- unlawfully prohibited workers from talking to each other about forming a union.

The settlement requires SIS to bring company practices in line with federal law and communicate this new policy to employees.

This is SIS' second major settlement in as many months. In March, SIS settled the Seattle Office of Civil Rights' allegations that it had violated the city's paid sick leave law. SIS agreed to:

- award back pay to security officers who lost money due to improper suspension or firing
- reimburse officers for any doctor's visits the company might have required unlawfully
- reinstate any officers who might have been fired illegally
- wipe out unlawful discipline from employee records

Unfortunately, concerns remain over the company's willingness to implement the requirements of these important settlements. The sick leave settlement's 60-day deadline to make employees whole has passed. After the sick leave settlement, SIS told the Seattle Times that they were "unaware of any instances" where failure to follow the law might have resulted in the issues they agreed to remedy. Yet current and former SIS employees have already come forward to note that they have not had their personnel records fixed or been made whole for damages sustained due to SIS' failure to follow the sick leave law.

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<http://www.seattle.gov/council>

An EEO employer. Accommodations for people with disabilities provided upon request.

Violations of workers' rights have no place in our community. Our community is strengthened when everyone works together and treats each other with dignity and respect. Amazon is a powerful presence in the Seattle community as an employer and increasingly as a building owner. As Amazon seeks to continue its rapid growth, it is vital to working families and the overall economic well-being of our community that Amazon chooses responsible contractors and ensures all employees are treated fairly – including the security officers protecting Amazon.

We ask that you confirm your commitment to using a responsible security contractor by holding SIS accountable for abiding by all City of Seattle laws. Further, we hope you will keep Seattle's values for treating workers with respect and dignity in mind as you move forward with your security contractor selection process in the future.

Sincerely,

Councilmember Jean Godden

Councilmember Nick Licata

Councilmember Mike O'Brien

Councilmember Kshama Sawant

CC: John Schoettler