



SUPPORT AMAZON WORKERS

KNOW YOUR RIGHTS REGARDING HONORING THE AMAZON PICKET LINE

WHY ARE AMAZON DRIVERS ON STRIKE TODAY AT DAX8?

Amazon has committed egregious unfair labor practices against its employees working out of the Palmdale facility through its Delivery Service Partner BTS. Last year, these employees began to come together to protest the unsafe working conditions they are subjected to as a result of Amazon's actions, such as being forced to use vehicles without A/C that get to 110 degrees in the Palmdale summers, and being subject to inhumane delivery quotas that leave no time for rest. Amazon refused to address any of these issues and even began to hold anti-union trainings for its managers at the Palmdale facility.

In April of this year, these courageous workers joined together and became Teamster members, getting as far as negotiating a contract with BTS that guarantees them fair pay and safe terms and conditions of employment. Despite controlling every aspect of these drivers' relationship with BTS and with Amazon, however, Amazon has refused to recognize the Union, has refused to honor the contract these employees negotiated, and has retaliated against these employees by taking away work and eventually terminating all 84 employees by shutting down BTS.

These workers are now exercising their right to picket Amazon and Amazon's allies (such as the other Amazon DSPs working out of the Palmdale facility) to ensure that AMAZON WILL NOT GET AWAY WITH THESE UNFAIR LABOR PRACTICES! Workers are demanding that Amazon IMMEDIATELY REINSTATE ITS AMAZON BTS WORKERS, RECOGNIZE THE UNION AS THEIR REPRESENTATIVE AT BTS, HONOR THEIR CBA, AND REMEDY ALL OF ITS OTHER UNFAIR LABOR PRACTICES.



“Amazon makes billions of dollars while we work tirelessly just to get by. We are the ones who get every package to the door, and yet, we get paid scraps. That’s why I’m standing with my fellow Teamsters to win fair wages for the work that we do.”

Jesus Gutierrez



Want to join the fight for good jobs at Amazon?

CONTACT US AT: TEAMSTER.ORG/DIVISIONS/AMAZON-DIVISION/

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FREQUENTLY ASKED QUESTIONS:

Should I honor or cross the picket line?

a. Amazon workers or other private-sector workers not under a union contract:

If you work in the private sector but do not have a union contract, you have a right under Section 7 of the National Labor Relations Act to not cross a picket line. If your employer attempts to discipline you without a union to represent you, you should contact the National Labor Relations Board (www.nlr.gov; (310) 235-7351).

b. Private sector employees employed under a union contract:

If you are covered under a union contract, your right to honor a picket line depends on the language in your contract. If you have the right under your collective bargaining agreement to honor a lawful picket line, then whether or not you cross the line is a personal decision and the ultimate show of solidarity with your brothers and sisters fighting Amazon's bullying tactics. The strength of your union is based on solidarity. If you are not sure regarding your contract language, please contact your local union.

If I have the right to, how do I honor the picket line?

You honor the picket line by refusing to cross the picket line or refusing to work behind the picket line (if the picket line is established after you have started working). You should notify your supervisor that you are at a picket line and are exercising your right to honor the line. Wait for instructions from your employer as to what to do next, and obey those instructions as long as they do not require you to cross the picket line or continue to work behind the picket line. If you are driving a truck, park and stay with the truck, or if you are working behind the line, stop working.

- a. Do not picket or take any other action; simply honor the line and do nothing more.
- b. Act as if you are being videotaped at all times.
- c. Remain respectful at all times.
- d. Be safe at all times. Do not obstruct pedestrian or vehicular traffic.
- e. Respect private property rights; do not cross onto the property of others.

How will my pay be affected by honoring the picket line?

You are entitled to be paid for all work you perform, and are entitled to compensation for all time that the employer directs you to wait. You are not entitled to be paid for time not working as a result of honoring the line, unless you are directed by your employer to wait. It is very important that you keep good records of your time in this regard.

AMAZON WORKERS ON ULP STRIKE!