



Congress of the United States
House of Representatives
Washington, DC 20515

April 16, 2020

Jeff Bezos
Amazon
601 New Jersey Ave. N.W., Suite 900
Washington, D.C. 20001

Dear Mr. Bezos,

Thank you for your company's response to our letter dated April 8, 2020. We appreciate the open lines of communication as we work to resolve Amazon associates' concerns, and are thankful for your comprehensive response to each point they raised with our offices. After consulting with Amazon associates working at DTW1, we would like to take this opportunity to present their responses to the efforts you have detailed and give you an update on how effectively corporate policy is being implemented on the ground in Michigan.

- Social distancing remains infeasible in many parts of the facility, and despite management refusing to reconfigure work spaces, associates are being threatened with termination for violating social distancing guidelines they feel they cannot comply with.
- Management continues to constantly warn associates to watch their Time Off Task ("TOT") in a manner that comes off as intimidation. TOT and performance targets have not been relaxed to allow for proper maintenance of personal hygiene. If breaks have been extended five minutes, this has not been communicated to associates.
- Associates have reported that there is no deep cleaning happening at DTW1. In addition, associates have reported that one person is assigned to walk around cleaning each work station with one disinfecting wipe, and that associates are no longer receiving disinfectant wipes to clean their own stations. At times the facility has been out of disinfectant wipes.
- There is still a dangerous lack of PPE available to associates. No face shields are available, and masks and gloves are offered on a first come, first served basis that leaves many employees without. Hand sanitizer is frequently unavailable at the facility.
- Notifications to associates about positive cases amongst coworkers remain vague, and provide no information about shifts or work stations infected employees worked at, exacerbating fears. At times the notifications have arrived as much as a week later than the positive test was confirmed.

- Temperature checks are not mandatory, and associates are able to walk into the facility without getting their temperature checked. There is no one to stop associates from entering the facility without a temperature check. Associates have been told that if they have a temperature over 100.4F they will be sent home for three days, but that they will only receive 5 hours' worth of pay for reporting to work, and will not receive pay for the additional days they are out.
- Managers continue to spread misinformation about COVID-19, including continuing to tell associates that a person cannot contract COVID-19 without being within 6 feet of someone who tested positive for more than 15 minutes.
- Associates remain frustrated that they are risking their health to package non-essential items, including, for example, sex toys, personal beauty products and accessories, and home décor.
- Associates continue to report a culture of fear and intimidation emanating from facility management, and confirmed that managers have threatened to fire workers who talked to media or government offices.

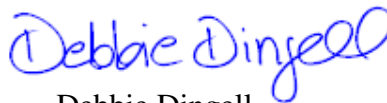
As you can see, there is still a substantial gap between the corporate policies you have announced and the reality for workers at DTW1 and across Amazon facilities. We understand there may be lag time for implementation, but any lag while associates are still being required to come to work puts them needlessly in harm's way.

Please provide an update by Wednesday, April 22, 2020 specific to the implementation of safety measures at DTW1 and responsive to the concerns your associates have raised. We appreciate your assistance in ensuring that every Amazon associate has a safe and supportive working environment.

Sincerely,



Rashida Tlaib
Member of Congress (MI-13)



Debbie Dingell
Member of Congress (MI-12)

Cc:

Jay Carney, SVP, Corporate Affairs
Beth Galetti, SVP, Human Resources
Brian Huseman, VP, Public Policy
Stephen Hartwell, Director, U.S. Public Policy