

NEW DAY AT AMAZON

NEWS FOR AMAZON WORKERS, BY AMAZON WORKERS!

WE MAKE AMAZON BILLIONS, THEY GIVE US SCRAPS. ANNOUNCING OUR DRAFT LIST OF DEMANDS!

During the week of September 28th-4th of this year, Amazon employees across the nation officially got a pay raise. Depending on your tenure, you will receive a raise of between \$0.50-0.90. The simple question we all should be asking is: is it enough to live on? The base pay (for a blue badge) is now \$20.5. While in the past year or two inflation has cooled down, these wages are simply not enough. According to Zillow, in the US the average price of rent, for any size apartment per month is \$1638. According to Rocket Mortgage, a US mortgage lender, the average mortgage payment per month in the US is \$2329. According to one worker, the family insurance at Amazon now costs \$612 per month (an \$88 increase over last year). This is not even to mention groceries, car prices, car insurance, gas prices, home insurance, etc. What we need is a union to fight for better raises and benefits, the Teamsters are completely and utterly failing at this. Amazon workers must forge an independent path or we will be stuck in poverty forever!

Under our system of capitalism and in the current us economy, the Capitalists (Jeff Bezos and the powerful shareholders) will strive to pay workers the least they can get away with. This is a simple fact of the profit structure under capitalism. The only way for workers to get around this is to get together and form unions in order to end the competition amongst ourselves, and to fight for better wages, a raise structure that exceeds inflation, and better working conditions. Not only are we highly surveilled at Amazon, we are constantly harassed by management and treated like children. We can't even take breaks or use the restroom without being absolutely hounded! Bezos and the shareholders will squeeze every last drop they can out of us to make our working conditions as bad as possible. To be super clear, Amazon's NET profits were \$68.6 billion this past year, and really this profit is a reflection of unpaid wages, we spend all this time working at Amazon, but we don't get paid for most of that time. Nation wide, the median wage at Amazon is about \$22. This means that while they have to pay us out \$72.71 billion (\$22 per hour x 40 hours per week x 54 weeks in the year x 153 M workers), they take home almost double what we make for them! They could almost pay us double their wages! Our demand of \$30 an hour is extremely doable!!

However, because a real worker-led class conscious union threatens capitalism, the US government via the NLRB works to take over and practically make unions useless to workers. This is what is meant by State Unionism, that the US government has been able to neutralize most of the labor movement by integrating the unions into its' legal system and forcing them to follow the laws that have been written and made by and for the capitalists. The Teamsters are a classic example of a union who fell into this trap. They integrated themselves into the US capitalist government for legal protection but this really meant the end of any worker power in the Teamsters union. This doesn't mean unions are useless this just provides us lessons on how to fight for a real union today.

We have documented this many times over, especially in our 1st, 2nd, 4th, and 5th editions, but Teamsters have done nothing but brought workers backwards. Take Teamsters at UPS, they charge very high dues and initiation fees while UPS workers make very little. They start out at \$22 an hour! Barely more than Amazon workers who have no union! The Teamsters are very corrupt. On one hand, they are fixing back room deals with the companies they are supposed to be fighting against at every moment they can. They were supposed to go on strike for a good contract last time around, but ultimately forced a contract through right before the strike was to commence! On the other, they squash workers' attempts at taking power into their own hands. They have a long history of not letting workers take decision making into their own hands but forcing the decisions of their bueracracts onto the UPS workers no matter what. At Amazon, the Teamsters have been trying to organize a union to capture the hard earned dues (read: wages) of Amazon workers. While dues are not necessarily a bad thing the Teamsters have proven themselves completely incapable of handling our money and should never be allowed anywhere close to our paychecks. From 2014-2023 they have collected \$242,027,844 in income, while only spending \$29,809,765 in strike benefits. This means only 0.12% of all dues went to helping workers strike! In the same period, \$262,611,582 went towards their own investments and properties (12%)!

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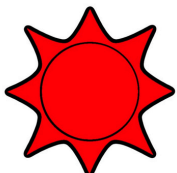


The Teamsters' goal for organizing Amazon workers has been to try and organize mainly small groups of Drivers to claim they represent enough Amazon workers to force a contract on the whole Amazon workforce! There are two problems with this: 1) the Teamsters are practically a business who keeps worker fights to a minimum, 2) they can't even organize these small groups of Drivers effectively! Recently, in New York City, a Delivery Service Partner (DSP) was organized by Teamsters and Amazon simply canceled their contract with that DSP! They just responded with a protest off of Amazon property and appealed to Amazon to bring them back on. So, instead of playing patiently and waiting to fight when it makes sense to, Teamsters is trying to rush the process just so they can add the largest workforce in the country to their portfolio! This is why the Amazon Labor Union (ALU) completely betrayed Amazon workers when they gave up and incorporated themselves into the Teamsters organization! ALU originally organized as an independent union but the corrupt leaders at the top, such as Chris Smalls, incorporated itself into the Teamsters. This provided a short term gain of potential money and resources but a long term loss of worker power and ability to have independence.

There is a path forward, the original ALU showed a path forward before it betrayed the workers of Amazon and ultimately the whole working class itself. This is why we organize shop committees centered around production itself. So that our whole goal is workers making decisions for ourselves and ensuring to the maximum our ability to strike. An independent union of Amazon workers, getting together to increase their control over the workplace and gain better conditions. This can start with small daily steps and led to bigger wins. We must start with small daily steps like talking with our coworkers everyday, organizing common plans and actions, reading and discussing the monthly shop paper. We can then start developing organization out of these small mobilizations and meetings until we have all parts of production in our shops organized. We must then take that organization and developing bigger campaigns and actions to get what we want across multiple warehouses. Finally we will start using the working class weapons like the strike and the slowdown to demand a contract that is good for us! The point is: if we want better wages, benefits, and conditions only we can fight for it! Workers and workers alone have to come together and make it happen.

This is why we want to introduce our First Draft of Demands for a New Day at Amazon! We want the everyday Amazon worker to know change is possible. We deserve it and Amazon can easily afford it! While they are very much up for change, criticism, and suggestion we feel strongly about these minimum demands:

1. \$30/hr starting wage
 - a. Third shift is paid at overtime rate.
 - b. Weekend shifts are paid with a \$5 premium.
2. Start the year out with 160 hours of PTO. UPT needs to be down to the minute.
3. End to all tracking and surveillance of employees.
4. We have special demands for migrant workers:
 - a. Any work missed for meetings/appointments with immigration or legal council should be 100% paid for.
 - b. Legal services should be provided for free.
 - c. On demand translation should be provided in the warehouse 24/7.
 - d. Against document checks and harassment/discrimination based on immigration status
5. Employee insurance plan should have a premium covered 100% by the employers. Childcare to be covered 100% as well.
6. Employees with 3+ years should be provided with sufficient retirement, paid for by Amazon.
7. All employees start out as blue badge. White badges should be abolished. Flex workers should be guaranteed to be able to pick up their required hours needed to work per week. All time worked at any Amazon facility should count towards your tenure.
8. Establishment of a joint committee composed of half employee representatives, half corporate representatives for resolving grievances involving management. Representatives made up of at both men and women, along different prominent social groups (ex: migrant from a certain nation).
9. Anything past 8 hours in one day is paid at overtime rate.
10. Hazard pay for extreme weather, including extreme winds, snowfall, rainfall, exposure to temperatures above 85°F or below freezing.
11. Minimum of two consecutive scheduled days off per week, no mandatory overtime.
12. Minimum turnaround time of 12 hours between shifts.
13. We stand for sufficient paid breaks, timing to be determined by the workers themselves.
14. Full payment of Career Choice programs.
15. We will not have a no-strike clause!



**NEW DAY AT
AMAZON**

New Day at Amazon is a newsletter produced by Amazon workers to rally our coworkers against Amazon corporate and the traitors who sell us out in the so called union movement. New Day Committees are for gathering information and disseminating the basic outlook of the revolutionary Amazon workers to the rank and file in the operation, as well as a base that our coworkers can use as a launchpad for campaigns around more immediate issues. Our long-term goal is the creation of a revolutionary industrial logistics union.

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