

## **Special Resolution: Building Worker Power at Amazon**

**WHEREAS**, the International Brotherhood of Teamsters recognizes that there is no clearer example of how America is failing the working class than Amazon. From its start as a book retailer, Amazon has grown to become an ecommerce giant and has disrupted industry after industry and displaced hundreds of thousands of jobs;

**WHEREAS**, in just a short time, Amazon has been able to use profits generated from its dominant positions in cloud computing and retail ecommerce — coupled with anticompetitive practices — to become a dominant actor in the last mile delivery portion of the logistics industry;

**WHEREAS**, Amazon exploits its employees, contractors, and employees of contractors via: wage theft, fraudulent classification, intense production quotas, dehumanizing work environments, unsafe workplaces and production standards, low wages, high turnover, no voice on the job, lack of job security and outsourced jobs;

**WHEREAS**, Amazon workers recognize that they need to stand together and are taking action to improve their working conditions;

**WHEREAS**, community, religious, civic, civil rights and worker advocates also recognize this need and are taking action to help Amazon workers build power in their workplaces;

**WHEREAS**, for over a hundred years, the Teamsters have defined the standards in the goods movement industry in North America. Teamster members enjoy the best wages, benefits, and working conditions in the industry;

**WHEREAS**, Amazon is changing the nature of work in our country and touches many core Teamster industries and employers such as UPS, parcel delivery, freight, airline, food distribution and motion picture, and presents an existential threat to the standards we have set in these industries;

**WHEREAS**, Teamsters across North America have been and will continue to stand in solidarity with Amazon workers in their effort to find a true voice on the job;

**WHEREAS**, since our last convention, various IBT Departments have been tracking Amazon's growth, presence and impact on Teamster industries and speaking with thousands of workers to develop different operating theories on the best way to engage and support Amazon workers;

**WHEREAS**, to further the work of the Departments, the IBT appointed a National Director for Amazon in 2020, to work across the multiple Trade Divisions and focus our work on Amazon. These efforts are resulting in an unprecedented effort to educate and train our leaders about the threat to industry standards and mobilize our members to support Amazon workers as they organize to build power;

**WHEREAS**, Teamsters have been building power in the logistics industry since before meaningful labor law was enacted in this country. We fought for workers' rights to organize and

build power any way we could, including shop floor strikes, city-wide strikes and actions in the streets;

**WHEREAS**, building genuine worker power at Amazon will require shop-floor militancy by Amazon workers and in addition to unquestioned solidarity from warehousing and delivery Teamsters;

**THEREFORE BE IT RESOLVED**, the IBT Convention recognizes the existential threat of Amazon to our members and commits all levels of the union to unite with core platforms of member engagement, worker and community engagement, antitrust enforcement and policy reform, and global solidarity;

**BE IT FURTHER RESOLVED**, the commitment to the Amazon Project requires a unified approach and regional partnerships with Local Unions, Joint Councils and the International to deal with Amazon's geographic impact on our industries;

**FINALLY, BE IT RESOLVED**, that building worker power at Amazon and helping those workers achieve a union contract is a top priority for the Teamsters Union and the Union commits to fully fund and support the Amazon Project, to supply all resources necessary and to ultimately create a special Amazon Division to aid Amazon workers and defend and protect the standards in our industries from the existential threat that is Amazon.