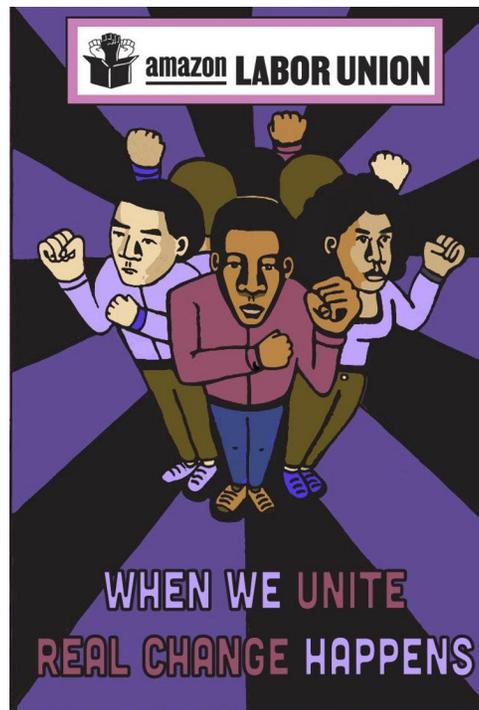


# 5 DEMANDS

- 1. UNION PAY** - \$30/hour starting pay for Tier 1 workers.
- 2. JOB SECURITY** - Union representation at all disciplinary meetings to protect you from getting fired.
- 3. ABOLISH MET** - Outside of Prime Day and Peak Season, Amazon should not be able to force us to stay longer than our regular shifts. If they need more work, they should offer more VET.
- 4. HUMANE WORKING CONDITIONS** - We need 2 30-minute paid breaks, an hour-long paid lunch, and access to our phones.
- 5. REAL TIME OFF** - Amazon currently offers no actual sick time and barely any paid time off. We need 100 hours of PTO credited to all Tier 1 workers immediately and year-round weekly accruals that do not cap out.

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These demands come from thousands of conversations with Tier 1 - Tier 3 workers over the past 7 months of organizing. If you would like to add or change any demands, just talk to any ALU worker-organizer or join the Organizing Committee.



**DON'T BE FOOLED BY AMAZON'S LIES AND PROPAGANDA.**

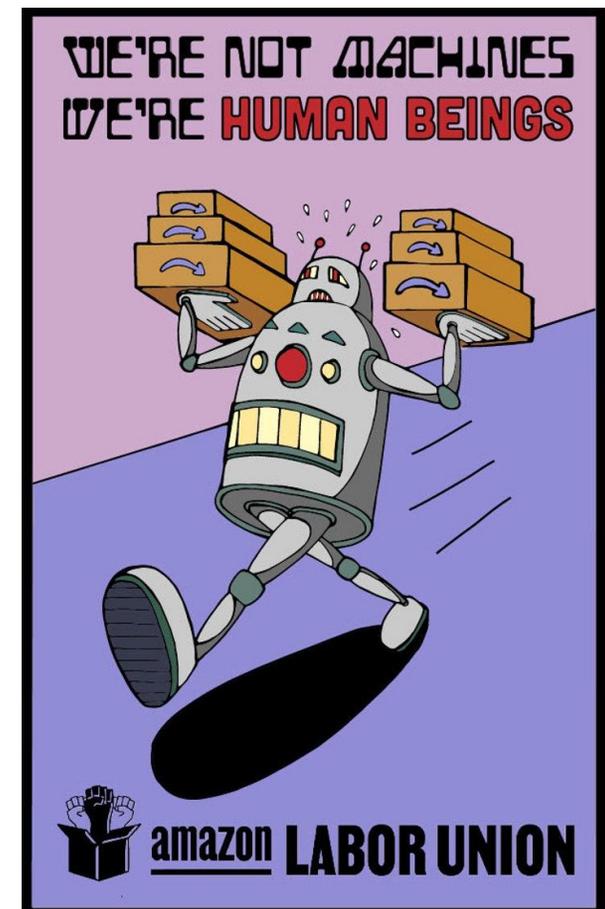
**WE KNOW WHAT IT IS ACTUALLY LIKE TO WORK AT AMAZON BECAUSE WE WORK AT AMAZON. LET'S UNITE TO IMPROVE IT.**

Website: [amazonlaborunion.org](http://amazonlaborunion.org)  
Email: [info@amazonlaborunion.org](mailto:info@amazonlaborunion.org)  
Twitter: [@amazonlabor](https://twitter.com/amazonlabor)  
Instagram: [@amazonlaborunion](https://www.instagram.com/amazonlaborunion)  
TikTok: [@amazonlaborunion](https://www.tiktok.com/@amazonlaborunion)  
Facebook: [facebook.com/amazonlaborunion](https://facebook.com/amazonlaborunion)



# WHAT IS THE ALU?

*Debunking Amazon's Lies and Propaganda*





## **Is the Amazon Labor Union (ALU) a “third-party”?**

No. 100% of the worker-organizers of the Amazon Labor Union are current or former Amazon workers. We are Tier 1 - Tier 3 workers from every department and shift who want to improve our working conditions at Amazon by forming a union. The only third-party in the building are the corporate “HR reps” and the union-busters who Amazon is paying millions of dollars to fight the union.

## **Does signing an Authorization Card require you to pay a fee?**

No. The Authorization Cards are so that we can hold an election for a union. We need at least 30% of workers from JFK8, LDJ5, DYY6, and DYG2 to sign a card to trigger the government to hold an election.

## **Did the ALU willingly withdraw the election?**

No. Amazon expanded the bargaining unit forcing us to collect more signatures to re-submit for an election. Amazon is trying to delay the election as much as possible. The quicker you sign up, the quicker we can have an election and win a union.

## **What is a “union-buster”?**

A union-buster will often introduce themselves as “Employee Relations” or as “Regional HR”. Their job is to create doubt amongst the workforce by spreading lies and misinformation about the union.

As former union-buster Martin Jay Levitt wrote in *Confessions of a Union Buster*: “Union busting is a field populated by bullies and built on deceit. A campaign against a union is an assault on individuals and a war against the truth. As such, it is a war without honor. The only way to bust a union is to lie, distort, manipulate, threaten, and always, always, attack.”

## **Don’t be confused.**

According to the Federal Bureau of Labor Statistics, unionized workers make roughly \$11,000 more per year than non-union workers and enjoy more paid sick time and benefits. A union will allow us to improve our working conditions at Amazon by negotiating a fair contract.

## **Sign a card today.**

The only way to get to a union election is for as many of us as possible to sign union Authorization Cards. Amazon is trying to scare us into thinking we are signing away our rights if we sign a card. In reality, signing an Authorization Card is the first small step towards securing our rights in the workplace and improving the experience of working at Amazon. Amazon will not know that you signed and cannot discriminate against you in any way for supporting the union. If you are on the fence about signing a card, talk to any of your 2,500 coworkers who have already signed or come by the tent at the bus stop any time.