

AUS SECURITY OFFICERS @ AMAZON



UNION RIGHTS FACTSHEET

Since winning their union, hundreds of AUS officers at Amazon have reached out to learn about and enforce workplace rights. Dozens have used the grievance procedure to fight back against unfair disciplinary actions. Do your part in bringing fair and equal treatment to your workplace by knowing your rights, and standing up for your coworkers.

WEINGARTEN RIGHTS: You have a right to union representation in any meeting with management that could result in your being disciplined or terminated. Here's how to assert this right: "If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my shop steward/union organizer be present at the meeting. Without representation present, I choose not to respond to any questions or statements."

SEXUAL HARASSMENT: We do not tolerate sexual harassment coming from supervisors or coworkers. AUS officers are fighting back at sites where sexual harassment has been prevalent. To make a report, call your organizer, send us a message on Facebook, or call the SEIU6 Womxn's Committee at 206-448-7348 ext 323.

GRIEVANCE PROCEDURE: You have the opportunity to fight back against unfair discipline including termination. The grievance procedure gives you an opportunity to tell your side of the story. Call your organizer to learn more.

LABOR-MANAGEMENT: Use this as a tool for tackling issues that impact multiple officers in your workplace. Labor management can be used to root out racism, religious discrimination, and to fight back against an abusive supervisor, or to simply solve problems related to scheduling and other procedures.

AMAZON SECURITY 2020 MASTER CONTRACT HIGHLIGHTS

PAY INCREASES:

- \$0.50 Raise on July 1, 2021
- \$.50 raise on July 1, 2022

PAID HOLIDAYS

- 1 paid holiday in 2021 (Christmas Day)
- 2 paid holidays in 2022 (Christmas Day + 1 additional)

OVERTIME SCHEDULING

Prioritized according to seniority
No more mandatory overtime

GUARANTEED PAY FOR WRONGFUL SUSPENSIONS

PROGRESSIVE DISCIPLINE

- AUS must follow progressive discipline rules as outlined in CBA (Collective Bargaining Agreement)

MORE PROTECTION FROM CLIENT REQUESTS FOR REMOVAL

ALL OTHER ECONOMIC BENEFITS (VACATION, PERSONAL DAY, HEALTH INSURANCE) GO INTO EFFECT WHEN THE SECURITY CONTRACT IS RENEGOTIATED IN APRIL 2022

CONTACT

OUR UNION IS AS STRONG AS ITS MEMBERSHIP. WE NEED ACTIVE & INFORMED OFFICERS TO HOLD YOUR EMPLOYER ACCOUNTABLE & ENFORCE THE CONTRACT. TO GET INVOLVED, REACH OUT TO YOUR ORGANIZER.

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