



Jeff Bezos

**Amazon
410 Terry Ave N
Seattle, WA 9810
United-States of America**

Brussels, 28th of September, 2020

Open letter addressed to the CEO of Amazon, Jeff Bezos

Dear Mr Bezos,

Recently, Amazon published two job advertisements soliciting "intelligence analysts." These "analysts" would have been tasked with monitoring various "threats" perceived by Amazon, including, among other things, labor organizing (trade unionism).

These words appear three times amidst other categories such as "hate groups," "terrorism," and "hostile political leaders," putting them on the same level.

French and Spanish language skills were requested of applicants as well, suggesting that Amazon's monitoring would be exercised in Europe.

We wonder about your intentions with great concern: does Amazon's monitoring intentionally target trade unionists, Amazon workers, as well as political representatives (including ourselves) who could possibly express criticism of its activities?

Because of the indignation of various actors, Amazon removed these two offers from online job boards. Amazon explained: "the job post was not an accurate description of the role – it was a mistake, and since then, it has been corrected". How could such job offers be published ?

There are increasing warnings about your company's anti-union policy. Recently, a group of Amazon employees were fired in the United States because they organized a meeting with other employees for voicing grievances about their working conditions while the Covid-19 pandemic spread around the world. On our continent, workers and trade unionists from several European countries testified that they experience pressures preventing them from organizing, that their demands fall on deaf ears, and that they live under permanent fear of firings and the threat of unemployment.

Within Amazon warehouses, intensity of tasks, a constant drive towards productivity, management based on timed control of manual gestures, and the use of blackmail on a worker's individual performance allow you to avoid any form of workers' collective organization. These management practices are already more than questionable. Recruiting employees to spy on potential opponents, should they be internal or external, is intolerable.



As Members of the European Parliament, we recall that the freedom of association and the right to organize are the core values of the International Labour Organisation. Respecting these rights is not optional. These fundamental conventions of our society are binding for Amazon.

We also question the definition of "hostile political leaders" described in the recent job posts hitherto mentioned. Who does it concern? Has Amazon already spied on Members of the European Parliament? Did it intend to?

We represent countries where democracy and freedom of expression cannot be challenged by any company – not even by Amazon. We are its guarantors. The exponential growth of Amazon's profits since the beginning of the global pandemic does not allow you to exonerate yourself from respecting fundamental legal principles.

We are concerned about whether European trade unions, as well as local, national, or European elected representatives, are affected by this approach to "threat monitoring," which aims to repress collective action and trade union organizing.

We hope that your answer will relieve us of our concerns about union rights and political freedoms created by these recent advertisements for intelligence analysts at Amazon.

Open-letter initiated by Leïla Chaibi and co-signed by Members of European Parliament :

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