



# THE STEPS TO FORMING A UNION AT AMAZON

## Union Authorization Vote

Those of us who work in the facility will vote in a secret ballot election on a date set and supervised by the National Labor Relations Board. If a simple majority of us vote for union authorization, the company is then legally obligated to negotiate in good faith with us and the union over any issues pertaining to wages, benefits, and working conditions. Without a union, the company has the right to simply refuse any of our requests.

## Contract Negotiations

The purpose of us coming together with our co-workers to form a union is to have better working conditions, better pay, and to be treated with respect and dignity on the job. We work at Amazon and we know exactly what needs to be changed to make our workplace better. It is up to us to sit down with union staff at the table to negotiate our contract. We don't start from scratch either! Amazon must maintain our current wages and benefits while we bargain so we will build off of what we currently have.

## Contract Ratification Vote

Once the contract has been negotiated, we must vote to approve it. We wouldn't vote for a contract that isn't an improvement to what we currently have.

## Union Dues

We only start paying union dues once the contract has been ratified. So we'll know exactly what kind of deal we have by the time anyone pays a penny to the union. Dues at the RWDSU Mid-South Council are \$9.25 a week.

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more about our  
union!



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