

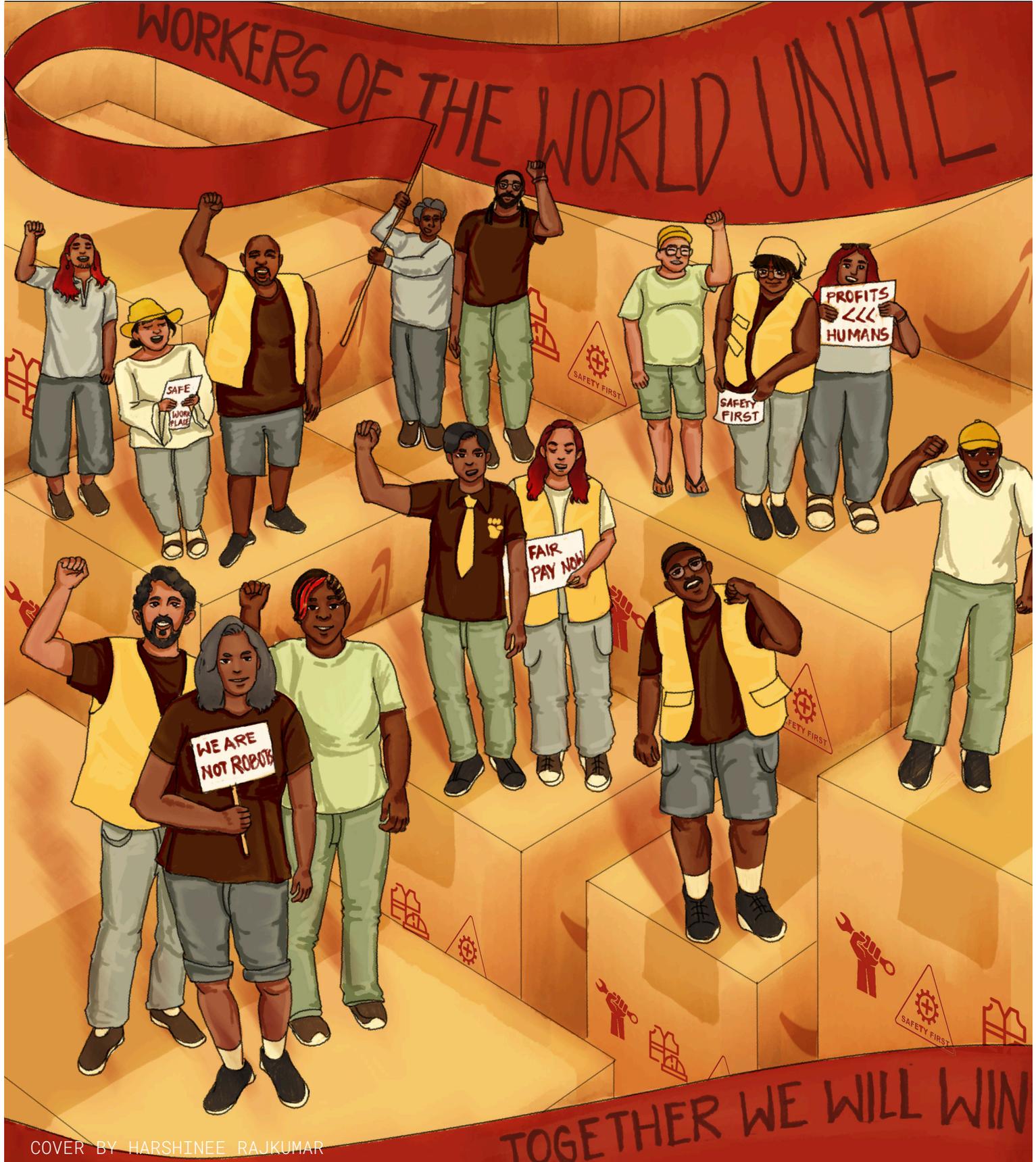
THE AMAZON WORKER



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COVER BY HARSHINEE RAJKUMAR

TOGETHER WE WILL WIN

ABOUT US

WHO IS AWI?

Amazon Workers International, is a global network of Amazon employees advocating for worker's rights in the company's whole network. We strive to amplify the voices of workers and push for positive change within the company.

WHY WAS AWI FOUNDED?

We recognize Amazon's global operations and the need for cross-border organization. We are colleagues, not competitors! Let's unite and stand strong together!

WHAT DOES AWI DO?

Every six months, we gather at various locations to learn from each other, share experiences and information, and strategize for joint actions and initiatives. This multinational cooperation enhances our collective knowledge and fosters a truly global perspective within AWI.

WHAT IS THE BENEFIT OF AWI?

We stay connected and informed about labour struggles. By supporting each other, we are putting pressure on Amazon. We actively engage with journalists and politicians to advocate for our demands and raise awareness about our working situation in the public sphere

OUR DEMANDS

[1] HIGHER PAY!

We demand wages that reflect Amazon's profit gains and rising inflation. We want wages that ensure sufficient pensions in the future. We want to close the growing wage gap between Eastern and Western Europe.

[3] LESS WORK

We demand less pressure to perform and shorter working hours with full wage compensation for better health. In Polish and German delivery stations workers have to work 10,5 hours. That is simply too much!

[2] WORKPLACE DEMOCRACY

We demand more participation in the design of workplaces and the use of digital technologies in the labour process. We are the ones affected and we must have a real say over every change.

[4] SAFE CONDITIONS!

We demand an end to temporary work, fixed term contracts and bogus self-employment along the entire Amazon supply chain. Without secure employment, not only is your future uncertain, but managers have more power over you. This has to end!

GET IN CONTACT WITH US

E-mail: awi@riseup.net

Facebook: facebook.com/AmazonWorkersInternational

Instagram: [@amazonworkersinternational](https://instagram.com/amazonworkersinternational)

X: twitter.com/AmazonWorkersIn

WE ARE NOT ROBOTS

Sultana Hossain, Amazon Labor Union-IBT Local 1



On International Workers' Day 2025, Amazon Labor Union-IBT Local 1 launched our most urgent campaign yet: We Are Not Robots.

WE REFUSE TO BE DISPOSABLE

This campaign takes aim at the crisis Amazon workers face every day: unsafe conditions designed into a corporate empire built on speedup, surveillance, and sacrifice. Amazon treats us like replaceable parts, pushing our bodies until we are broken, then discarding us for the next worker.

As part of our campaign, we have launched our Safety Bill of Rights, a set of concrete demands collectively decided by workers to safeguard our health and lives at work. From denied accommodations to inhumane quotas and equipment that puts us at risk, Amazon's model is profit over people. We refuse to be disposable.

TAKING THE FIGHT TO THE NEXT LEVEL

We know what's at stake but also what is possible. In April 2022, workers at JFK8 in Staten Island, New York made history by becoming the first Amazon warehouse in the United States to unionize¹. That victory was a

warning shot to the billionaire class: workers are rising, and we are coming for what's ours.

Now, with this campaign, we are taking the fight to the next level. We Are Not Robots is our biggest issue campaign yet, built through department-by-department, shift-by-shift organizing. We've developed a comprehensive strategy that applies pressure on every front: on the shop floor, from the community, in politics and law, and even at the shareholder level.

> EVERY DAY WE ARE DEVELOPING WORKPLACE LEADERS WHO WILL BRING THEIR COWORKERS INTO THE FIGHT (...) OUR GOAL IS TO BUILD THE ORGANIZATION CAPABLE OF STRIKING ACROSS MULTIPLE AMAZON FACILITIES.

We've drafted and lobbied for worker-centered protections, forcing issues like heat safety standards and accessibility for differently-abled coworkers into public view. We've organized petitions signed by coworkers, led marches on the boss, and turned out for rallies that put Amazon on notice. And we are not alone—over 100,000 community supporters have already signed onto our Safety Bill of Rights, pledging to hold Amazon accountable.

THE FIGHT FOR OUR FUTURE

Our greatest power lies in our ability to organize patiently, persistently, and strategically. Every day we are developing workplace leaders who will bring their coworkers into the fight, engaging them in collective action and building power through education, deep relationships, democratic structure, and disciplined planning. Our goal is to build the organization capable of striking across multiple Amazon facilities. Disruption is a source of power and direct confrontation is a weapon we wield with unity and precision.

We are fighting for dignity at Amazon and justice everywhere, building unbreakable global solidarity against corporate exploitation. From Staten Island to San Bernardino, from Bangladesh to Bessemer, we stand with workers across warehouses, industries, borders, and movements

This fight is about more than safety—it's about the power to transform our lives, our workplaces, and the global logistics system Amazon dominates. We're in this for the future, not just to win demands and improve our workplace, but to transform what's possible for workers everywhere. Together, we will win.

You can read more about the demands at amazonlaborunion.org/we-are-not-robots.

BUILDING A DIVERSE UNION IN THE AGE OF TRUMP: LESSONS FROM THE KCVG UNION DRIVE

Ian Rivero

Three years ago we began the fight to form a union at Amazon KCVG, largest air hub in the world². KCVG is one of Amazon's busiest locations employing over 4 thousand workers, many of which are immigrants. With the facility's heavy workload, injuries and accidents are commonplace. Safety concerns are particularly strong for workers who speak English as a 2nd language, who are only given safety instructions in English.

It is by no surprise then that the fight for translation rights was the first of many victories won by KCVG workers. We gathered over 1000 signatures on a petition titled Translation for All Languages: Don't Let Language Be a Safety Hazard, demanding full translation rights for all.

This showed the workers at KCVG that the union wasn't talk, it was fighting for real demands. Many English-speaking workers who previously were against unionizing, now were stopping to talk to us in the parking lot, signing the petition, and walking away with a union card in hand.

When support was wide enough, 75 workers marched into the bosses office presenting their demands and the bosses were forced to listen.

We won translations in over 100 languages and dialects.

MARCH ON THE BOSS

It is not possible to organize a facility without organizing immigrant workers around strong demands, allowing us to connect different layers of workers together around common goals and hit the boss as one.

In January 2025 a historic snowstorm hit Kentucky, canceling flights and causing hundreds of car accidents. Amazon still demanded that workers return to work in dangerous conditions. One worker had gone negative in UPT³ as a result of being snowed-in, and was poised to be fired. Immediately upon hearing this, around 30 mainly African-immigrant coworkers came to his defence: they marched into HR, demanding that this non-immigrant worker be given all his hours back and keep his job. Amazon caved and his job was secured! We made it clear: immigrant or nonimmigrant, An Injury to One is An Injury to All.



AMAZON VS EVERYONE

Amazon was scared, and unlike many union leaders today, Amazon does see the power of solidarity between immigrants and non-immigrants. Quickly management began to print more and more union-busting propaganda in Arabic, French, and Somali. Workers got word that Amazon was allowing ICE agents⁴ into nearby facilities, possibly to arrest or terrorize their workers. We quickly mobilized a network to warn our coworkers not to come to work that day if they heard about any ICE agents coming to our facility.

Then we went on the offensive—we launched a campaign to end ALL discrimination at Amazon, including both hiring and religious discrimination. A step to ending the latter was winning proper prayer rooms at KCVG in March 2025. Many workers also signed onto the petition calling to escalate the anti-ICE protests to a national strike. It will take nothing less than a strike to end Trump's deportation machine, just like it took a strike to defeat his heinous “muslim ban” in 2017.

> IT IS NOT POSSIBLE TO ORGANIZE A FACILITY WITHOUT ORGANIZING IMMIGRANT WORKERS AROUND STRONG DEMANDS, ALLOWING US TO CONNECT DIFFERENT LAYERS OF WORKERS TOGETHER AROUND COMMON GOALS AND HIT THE BOSS AS ONE.

Amazon, like all corporations, knows that keeping an unsafe work environment, and keeping workers divided against each other based on superficial differences is key to stopping us from winning a union. Unionizing Amazon in the belly of the beast cannot and will not happen if immigrant workers are not organized with strong demands that address their unique oppression under capitalism.

ITALIAN AMAZON WORKERS STRIKE AND WIN. WILL UNIONS ELSEWHERE FOLLOW SUIT?

Laura Montanari & Jonathan Rosenblum

BETTER WORKING CONDITIONS ARE WON THROUGH STRIKES

In July, Amazon delivery drivers in Italy ratified a new agreement improving pay, job rights, and slightly reducing working hours. Negotiated by three unions and Amazon's delivery contractors, the deal came in the aftermath of a powerful driver strike on April 18, Good Friday, which shut down the Amazon network throughout the country. It builds on the 2021 collective bargaining agreement, reached after a previous national strike that included both warehouse and delivery workers.

The new agreement, among other things, introduces gradual pay improvement over the next 3 years, shortening the full-time work week from 42 to 41 hours or obtaining by workers the right to stop work during floods or excessive heat waves—“red weather alerts,” a more common occurrence nowadays with climate change.

IS THAT IT?

The July agreement is a step forward, but it's far from perfect. While ratified overwhelmingly—nearly 90 percent of workers voted in favor—

some drivers expressed frustration that the gains are too modest and argued that union leaders should have considered taking another, more disruptive, strike action. “In my delivery station in Bologna, we almost all voted against this agreement”, one driver told us. “We all thought we could have done another strike, because we wanted more money!”

THE MORE YOU EXERCISE THE STRIKE MUSCLE, THE STRONGER IT BECOMES

Italian Amazon workers remain ahead globally in terms of contractual rights. Their labor rights are stronger compared to most other countries, but more importantly, the workers’ strike actions over the last eight years have been widespread—including nationwide strikes. Amazon driver strike participation this time was at 85 percent nationally, with 100 percent participation in some cities. The national strike in 2021 drew from more than 70 percent of Italian Amazon warehouse and delivery station workers and drivers. The Italian unionists have shown that the more you exercise the strike muscle, the stronger it becomes.

Meanwhile strikes organized in Amazon outside Italy were so far mainly smaller affairs. In the US, with groups of workers have picketed alongside community supporters, while inside the workplace, the package sorting and delivery system continues largely unhindered. We should see them as “demonstration strikes,” actions that garner publicity and may build worker confidence but don’t come close to forcing Amazon to the bargaining table. They can be steppingstones to more meaningful action, but not more than that.

THE STRUGGLE IS JUST BEGINNING

In our warehouses and other Amazon workplaces, it can seem impossible to beat this



huge company. But the Italian workers have shown the rest of the Amazon organizing world that it’s possible to get Amazon to the bargaining table when you can strike at a level that disrupts the company’s operations. The national strike in 2021 involving all Amazon workers, and this most recent strike involving drivers throughout Italy, have shown how we can take on and beat the company.

> (. . .) THE ITALIAN WORKERS HAVE SHOWN THE REST OF THE AMAZON ORGANIZING WORLD THAT IT’S POSSIBLE TO GET AMAZON TO THE BARGAINING TABLE WHEN YOU CAN STRIKE AT A LEVEL THAT DISRUPTS THE COMPANY’S OPERATIONS.

Yet it’s also important to note that the gains for the Italian drivers are limited. Some drivers were dissatisfied with the agreement, and wanted to have a second strike against the company. Union officials discouraged that, and urged drivers to support the contract, which a majority ultimately did. But a second strike could have won even more for the drivers, and set an example for Amazon workers everywhere. That’s why Amazon workers are calling the Italian driver strike both a lesson that we can make gains by striking Amazon, and also a missed opportunity to strike for a longer period of time, in order to win more concessions from the company.



THE HEAT WE WORK IN: AMAZON WORKERS SPEAK FROM INDIA'S WAREHOUSES

Nitesh Kumar Das, Amazon India Workers Union (AIWU)

The summer of 2024 was one of India's hottest on record. Temperatures crossed 50°C (122°F), turning Amazon's warehouses into ovens. Inside, workers were still expected to meet high productivity targets while management prioritized output over safety.



After complaints from workers and the Amazon India Workers Union (AIWU), India's National Human Rights Commission initiated an inquiry into heat conditions in Amazon's warehouses. While the inquiry helped bring attention to the issue, there has been no comprehensive public action. Some

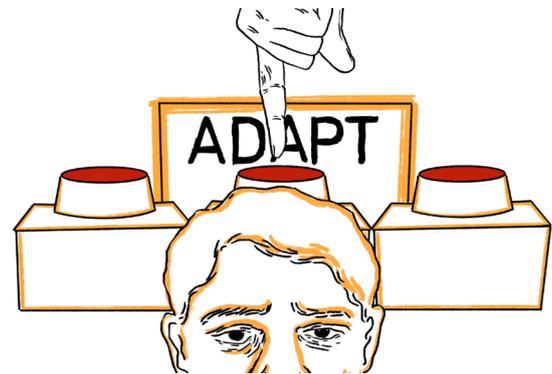
improvements were later secured through workers' continued organizing at the DEL-4 facility, including better cooling arrangements, additional breaks, improved facilities, and more flexible incentive policies. However, these changes remain limited to specific locations. A year later, a survey conducted with UNI Global Union shows that for many workers, extreme heat, unsafe environments, and relentless pressure remain the daily reality.

Across India, our colleagues continue to face dangerous temperatures, poor ventilation, and quotas that leave no room for recovery. Amazon's claims of climate resilience ring hollow when workers are denied the basic conditions needed to work safely.

A DAILY HEALTH RISK

Our survey of 474 Amazon warehouse and delivery workers reveals the scale of the crisis. Nearly six in ten described their workplace as extremely hot and unsafe—"like an oven." Heat exposure is not occasional; it is routine:

- 68% REPORTED FEELING SICK, DIZZY, OR FAINT DUE TO HEAT.
- 85% HAD SEEN A CO-WORKER FALL ILL.
- THREE OUT OF FOUR NEEDED MEDICAL ATTENTION, AND ABOUT HALF SAID CARE WAS DENIED AFTER REPORTING SYMPTOMS.
- ONLY 31% HAD ACCESS TO AIR CONDITIONING, WHILE 16% REPORTED NO COOLING MEASURES AT ALL. JUST 7% RECEIVED EXTRA BREAKS DURING HEATWAVES.
- WORKERS DESCRIBED DEHYDRATION, VOMITING, BODY PAIN, AND A CONSTANT FEELING OF SUFFOCATION. FOR MANY, HEAT HAS SIMPLY BECOME PART OF THE JOB.



QUOTAS THAT IGNORE THE BODY

Extreme heat becomes more dangerous under Amazon's performance system. 41% said they cannot slow down without penalties, and 59% reported quotas that are impossible to meet in high temperatures. Many reported wage cuts, disciplinary action, or loss of bonuses for slowing down.

As one worker in Haryana explained: They tell us to finish the quota first. Water and rest can wait. Nearly half said the company does not take heat safety seriously, and many fear retaliation for raising concerns. This is not only a climate issue—it is a workplace safety crisis created by management decisions.

> EXTREME HEAT IS ALREADY PUTTING WORKERS' LIVES AT RISK IN INDIA. AS CLIMATE CHANGE INTENSIFIES, SIMILAR PRESSURES ARE EMERGING ACROSS AMAZON'S GLOBAL OPERATIONS. WHEN PRODUCTIVITY TARGETS IGNORE HUMAN LIMITS, WORKERS EVERYWHERE ARE PLACED IN DANGER.

NO MORE SILENCE!

Despite the risks, workers are speaking out. Many describe growing frustration and anger as extreme heat continues while targets remain unchanged. In several facilities, workers informally slow their pace during peak heat or take collective water and restroom breaks when conditions become unbearable. Others document temperatures, share information with co-workers, and report unsafe conditions.

Many workers have contacted AIWU members to share testimonies, participate in surveys, and connect their colleagues. Worker volunteers distribute leaflets near warehouses and help bring complaints to public authorities.

We are clear about what is necessary: realistic production targets, mandatory rest breaks, adequate cooling, continuous access to drinking water, paid leave during extreme heat, and protection from retaliation when reporting unsafe conditions. These are not privileges. They are basic conditions for survival; and yet even those Amazon denies us.

A GLOBAL RESPONSIBILITY

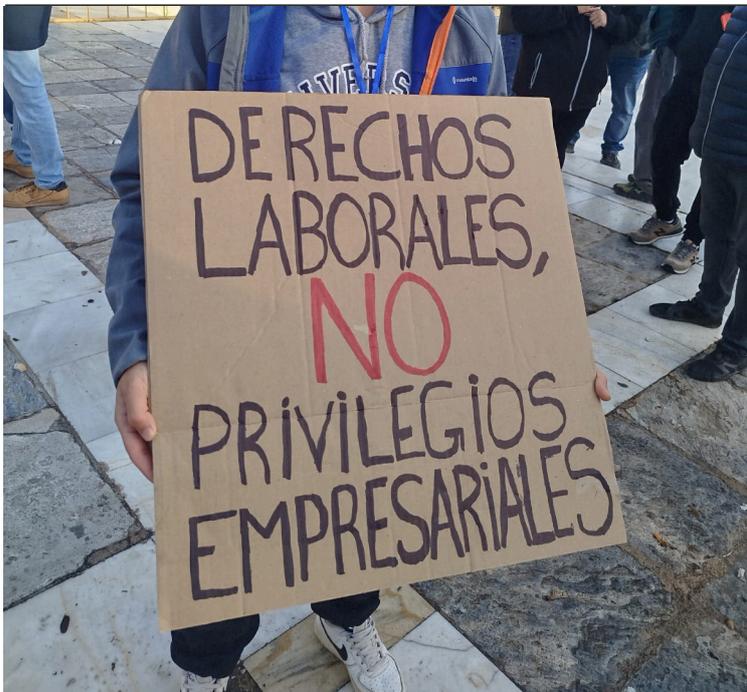
Extreme heat is already putting workers' lives at risk in India. As climate change intensifies, similar pressures are emerging across Amazon's global operations. When productivity targets ignore human limits, workers everywhere are placed in danger.

Amazon presents itself as a climate leader. Yet from the workers' perspective, it not only ignores the climate-related dangers to their health and safety—it actively makes them worse. Real climate resilience and responsibility must begin inside Amazon's workplaces, by protecting the workers whose labor is indispensable for the company's very existence.

No one should have to choose between meeting a target at work and protecting their life.

STRIKE AT AMAZON SPAIN: ORGANIZATION, RESISTANCE, AND LESSONS FROM BELOW

Oscar Jover, CGT-RMU1



Amazon workers at the RMU1 warehouse in Murcia, Spain, went on strike twice in the last months of 2025: from November 26 to 28 and from December 17 to 19. As a result of this collective effort and organized pressure from below, a new sectoral agreement was reached that includes substantial improvements in economic conditions, incorporating advances that had been blocked for years.

MOUNTING TENSION: CONDITIONS THAT LED TO THE STRIKE

The mobilization was not the result of an isolated incident, but the consequence of years of progressive deterioration in working conditions. RMU1 was one of the centers with



the lowest wages in Spain, despite working the maximum annual limit of 1,826 hours, with the possibility of adding up to an additional 20% through flexible schedules. In other words, maximum effort was demanded in exchange for one of the lowest pay levels within the company in the country.

The conflict went beyond wages. Occupational health was one of the main driving forces: accidents not recognized as work-related, job adjustments that did not follow medical criteria, a real lack of task rotation, productivity demands incompatible with safe manual work, and constant pressure based on industrial metrics.

WHEN THE COMPANY DOESN'T WANT TO TALK, STRIKE IS THE ANSWER

The accumulation of these factors led to collective frustration and exhaustion after years of the company refusing to listen and negotiate. The latent conflict became evident when the workers decided to channel that tension into concrete action: a strike. It was a grassroots mobilization, not one designed by external structures.

> IF A SINGLE CENTER MANAGED TO BREAK A SECTORAL DEADLOCK THAT HAD LASTED MORE THAN A DECADE, THE QUESTION IS INEVITABLE: WHAT COULD BE ACHIEVED IF SEVERAL CENTERS IN DIFFERENT COUNTRIES ACTED IN A COORDINATED MANNER ON COMMON STRATEGIC DATES?

While the CGT union defended the need for a strike as a legitimate means of pressure, the UGT and CCOO union sections developed a clearly demobilizing strategy: they claimed it

would serve no purpose, that it would entail unnecessary economic losses, and even that it could be illegal. This union model, focused on containing conflict and institutional management, effectively acted as a brake on mobilization. However, the workforce identified who was willing to take risks and who preferred to block collective action.

THE STRIKE AND ITS RESULTS

The first strike (November 26-28) saw high, though uneven, participation. Turnout was particularly strong in Shipping, a critical point from which goods are dispatched and where there is greater seniority and training in strategic roles. In Pick and Pack, reinforced with new hires and permanent seasonal staff, participation was lower, which was to be expected given the greater contractual precariousness.

The impact was significant because it affected the final node of the logistics flow. Amazon did not expect this level of response in a strategic area. The company attempted to weaken the strike through internal pressure and dissuasive messages. At the same time, messages were spread claiming that the strike was illegal or that it could lead to layoffs. These practices failed to curb the mobilization.

The second strike (December 17-19) confirmed that the conflict was sustained. Repeating the stoppage during the Christmas peak season required greater pressure and determination. Shipping once again became the core of participation, while temporary employment conditions again affected Pick and Pack. Going on strike again at a critical moment increased both the operational impact and the reputational cost.

> INTERNATIONAL COORDINATION IS NOT A SYMBOLIC SLUGAN; IT IS A STRATEGIC NECESSITY.

There was no direct negotiation with Amazon, neither at the OMAL (Labour Mediation and Arbitration Office). The company maintained its blockade. As a result, the conflict shifted to the political and sectoral level. Representatives of Izquierda Unida (United Left) brought the matter to the Regional Assembly of Murcia, which unanimously called for unlocking a provincial collective agreement that had gone more than ten years without being updated. Under political and social pressure, the employers' association reactivated sector-wide negotiations. A new sectoral agreement was reached that was a big step forward.

Improvements were achieved in wage scales (14%), progress was made on the temporary disability supplement, a €40 Sunday bonus was secured, along with other economic and social advances. Were all the objectives achieved? No. High work rates persist, as do injuries and accidents not always recognized as work-related, payroll problems, and the lack of genuine rotation. The production model has not yet changed. However, something fundamental was achieved: breaking the deadlock,

reactivating sectoral negotiations, and demonstrating that Amazon is not immune to collective organizing.

LESSONS AND INTERNATIONAL DIMENSION

The underlying problem remains the production model, which prioritizes metrics over health and people. The experience of RMU1 shows that even without direct negotiation, it is possible to force structural movement. If a single center managed to break a sectoral deadlock that had lasted more than a decade, the question is inevitable: What could be achieved if several centers in different countries acted in a coordinated manner on common strategic dates?

Amazon operates as a highly synchronized global logistics network. A simultaneous stoppage at multiple critical nodes—even if not total in every center—would disrupt metrics, timelines, and costs on a global scale.

International coordination is not a symbolic slogan; it is a strategic necessity. RMU1 has shown that isolation is not inevitable. The next step is to build a synchronized response at the global level.



NEWS

> SOCIAL MOBILISATIONS AGAINST AUSTERITY IN FRANCE: AMAZON WORKERS JOIN THE BATTLE



On the 10th of September, 18th of September and 2nd of October, three days of nationwide mobilisations were organised in protest against the government's budgetary austerity policies, which attack the rights of sick leave, such as reimbursements for healthcare, medicines and sick leave allowances, the unemployed—in short, an austerity plan against workers!

On the 10th of September, at the call of the 'block everything' collectives (with participation from CGT and Solidaires unions), which had been meeting since August, blockades and rallies were organised. In the north, a blockade was organised around LIL1 site and in the Paris region, a picket line was also organised at ORY4 site. On the 18th of September, at the call of all the workers' unions, there was a day of strikes and demonstrations, with a million people taking to the streets. Amazon workers were present in the marches. On the 2nd of October, there was a new call for strikes and demonstrations by all the unions. The mobilisation was smaller, but nevertheless determined.

The social mobilisations were a response to the austerity plan, but also to the social and political crisis affecting society, where social issues have been causing major rising in the country since the spring 2023 movement against the raising of the retirement age. Stay tuned, because this is certainly not over yet!

> INTERNATIONAL AMAZON WORKERS' MEETING IN APRIL '25 IN LEIPZIG, GERMANY: HOW CAN WE BEAT AMAZON'S HOSTILE USE OF ALGORITHMS, APPS AND ROBOTS?

We met this time for our international workers' meeting in Leipzig. There were colleagues and supporters from the USA, India, Canada, Poland, Germany, Italy, France and



Japan. Interpreters helped us so that we could understand each other in this chaos. This time, we discussed how Amazon uses AI and robots to augment control over workers and intensify work. Drivers from the USA and Japan reported about the surveillance software Rabbit in their vans. Polish colleagues told us how the new type of robots intensifies work. All over the countries, our colleagues are afraid of losing jobs due to robotisation. We have to counteract. That is why we discussed demands on digitalisation:

1. WE DEMAND THE STANDARDIZATION OF THE TOT-TIMES ON A GLOBAL LEVEL. EVERY WORKER SHOULD HAVE THE SAME NUMBER OF MINUTES FOR A TASK.
2. WE DEMAND THE ABOLISHMENT OF ALL PERFORMANCE GOALS!
3. WE DEMAND THAT IF PRODUCTIVITY AT AMAZON INCREASES, THE DAILY WORKING TIME DECREASES WITH THE SAME SALARY.
4. WORKERS AND UNIONS SHOULD BE INTEGRATED IN THE TECHNOLOGICAL PLANNING AND HAVE A VETO IN THE INTRODUCTION OF NEW TECHNOLOGIES.
5. WE DEMAND THAT AMAZON GIVES TO US ALL INFORMATION ABOUT THE AMAZON SOFTWARE. ALL PROCESSES NEED TO BE FULLY TRANSPARENT TO US.

We would be very glad to welcome you to our next Amazon Worker's meeting—and bring your colleagues with you! Please write to us for further information to awi@riseup.net.



> **FIRST GLOBAL AMAZON ORGANIZING FORUM IN NOVEMBER '25: WORKERS FROM AROUND THE WORLD GATHER TO EXCHANGE EXPERIENCES OF STRUGGLE**

Since the Leipzig meeting, the AWI coalition has also been involved in organizing a global online organizing forum for Amazon workers, which was initiated mainly by organizers from the US and the UK. The meeting on November 12 brought together about 150 people from 12 different countries. For non-English speakers, we had a simultaneous translation provided. During the forum, we exchanged knowledge gained in the struggle and discussed the main challenges facing the labor movement at Amazon, as named by one of the main meeting organizers, Tom Vickers, in his book *Organizing Amazon*: reaching the whole workforce, sustaining action and engagement, developing leadership, responding to workers' needs and concerns and building wider support. Everything indicates that this was not the last such forum—and we hope that the next one will be even bigger!

> **AMAZON DRIVERS IN JAPAN WIN COURT COURSE ABOUT ACCIDENT COMPENSATION**

Mac Urata

Two members of the Amazon Drivers Union in Yokosuka demanded compensation by Amazon after they had accidents during their shifts. One driver fell from stairs and broke his back during his delivery in September 2022. The Japanese government agency only acknowledges applications on work-related accidents and illnesses from employees though—and Amazon and its subsidiary claimed that the drivers in Japan are self-employed. Now, the workers were proven right in the labour court. This court decision is a milestone for Japanese Amazon drivers in their fight against management despotism and claims of self employment.



> **ARTICLE FOOTNOTES**

1. Editor's note: In the U.S., forming a union is uniquely difficult. Workers must go through a National Labor Relations Board election process where management can delay, intimidate, or retaliate, making victories like JFK8 rare and hard-won. Even after a win, accountability is weak, as companies with billions of dollars like Amazon can endlessly appeal decisions, stall bargaining, and drag workers through the courts.
2. See footnote 1.
3. UPT stands for unpaid time off. Amazon workers accrue hours in flexible time off, these hours are taken away if an employee cannot come to work for being sick, needs time off, or comes in late. Once your hours are exhausted, you go into "negative" time and you are fired from Amazon.
4. ICE agents (Immigration and Customs Enforcement) are used under the Trump regime as a tool for anti-worker/anti-immigrant violence, kidnapping workers from their jobs and homes, executing citizens with impunity, and terrorizing protestors.

"We need to see the common interest as workers in different countries and must not focus on the differences that divide us!"

CHRISTIAN KRÄHLING, AMAZON WORKER IN BAD HERSFELD AND CO-FOUNDER OF AWI, 1977-2020