



M. Lorena González
Seattle City Council

January 11, 2016

John Schoettler
Amazon, Inc.
Director – Global Real Estate and Facilities
202 Westlake Avenue North
Seattle, WA 98109

Dear Mr. Schoettler,

As you are aware, today, January 11th, 2016, I will be introducing a First Amendment rights protection amendment as part of the Block 21 alley vacation, along with Councilmembers Burgess and Herbold. Assuming that amendment passes, I will be voting in favor of the Block 21 alley vacation that will directly benefit Amazon. I have appreciated your willingness to work together over the last several weeks to ensure the protection and enforcement of First Amendment rights on the alley to be ceded via the City of Seattle's alley vacation process. However, I would feel remiss in my duty as a Seattle City Councilmember and former worker's rights attorney if I did not communicate to you clearly and unequivocally my strong concerns with your initial and continued commitment to retaining a subcontractor that has engaged in unlawful employment practices. I write this letter to urge you to take more than an "arm's length" approach to concerns previously expressed by the Seattle City Council, labor advocates and workers regarding the same.

You are also aware of the claims various labor unions and workers have made against the labor practices of your security contractor, Security Industry Specialists Incorporated (SIS). The claims range from wage theft, denial of legally mandated breaks and benefits, discrimination and harassment. These are serious claims that have been substantiated. Among the numerous lawsuits involving SIS, the company has been compelled to settle a class action lawsuit with 3,000 employees who failed to receive meal and rest breaks as required by state law. SIS also violated Seattle's Paid Sick Leave and Safe Time law, leading to an investigation and settlement with the Office for Civil Rights in 2015.

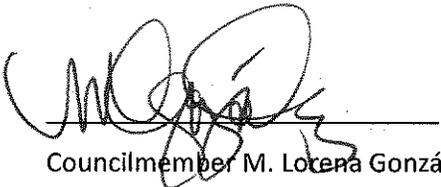
As you may know, prior to my election to City Council, for ten years I practiced civil rights and labor law. I have built my career and my life around being a staunch advocate for workers. I am all too familiar with the types of violations SIS has been penalized for. Recently, I voted in favor of legislation to increase penalties upon businesses that violate City of Seattle labor laws. As the child of migrant farmworkers and a former migrant farmworker myself, I will stand by my pledge to protect workers.

Last year, both the Seattle Human Rights Commission and the Seattle City Council found sufficient cause for concern with SIS's practices and sent a letter to Amazon CEO Jeff Bezos, asking him to review SIS's treatment of workers – letters that you responded to by stating that these charges do not involve Amazon. While Amazon's legal liability for these unlawful employment practices may not be triggered, these practices *do take place on your property*. As a labor attorney, it's a very difficult notion for me to accept that you continue to contract with SIS in light of these violations and continued

allegations. However, as an attorney, I accept that this process pertains solely to the question of land use and not labor practices.

I cannot express to you enough the gravity of this issue. Amazon is faced with a clear choice to be engaged in corporate social responsibility practices related to all business lines, including work or services executed by "subcontractors" and other associated third parties. I hope that you will seize upon the opportunity to lead by example and join me in a commitment to contract with third parties that are as committed to being a good neighbor as you purport to be.

Very truly yours,

A handwritten signature in black ink, appearing to read 'M. Lorena González', is written over a horizontal line.

Councilmember M. Lorena González

Seattle City Council

Chair, Gender Equity, Safe Communities & New Americans Committee

CC:

Ryan Bayne, CBE Strategic

Seattle City Council

Matt Haney, SEIU 6

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