

**AMAZON WORKERS  
UNION-CSN**



# MY JOB MY RIGHTS MY UNION

The lack of clear rules at Amazon is a constant source of frustration for employees. How are tasks assigned? What are the criteria for awarding blue badges? Why are some employees denied a change of schedule? On what basis are promotions decided? **IN QUÉBEC, WORKERS HAVE A RIGHT TO UNIONIZE IN ORDER TO IMPROVE THEIR WORKING CONDITIONS.**



**WITH THE  
CSN, IT'S  
POSSIBLE!**



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# WE DESERVE DECENT WAGES

At \$23 an hour, Amazon's wages are well below the \$28 an hour average at other CSN-unionized warehouses and distribution centres.

Distribution centre wages in 2024:

|                      |                      |                    |
|----------------------|----------------------|--------------------|
| <b>Jean Coutu</b>    | <b>800 employees</b> | <b>\$31.29/hr*</b> |
| <b>Colabor</b>       | <b>200 employees</b> | <b>\$29.05/hr</b>  |
| <b>Metro</b>         | <b>500 employees</b> | <b>\$33.71/hr</b>  |
| <b>Martin Brower</b> | <b>200 employees</b> | <b>\$35.62/hr</b>  |
| <b>Amazon</b>        |                      | <b>\$23.00/hr</b>  |

\* Warehouse clerk at the top of the pay scale

So the union dues (2% of regular salary, or \$0.43/hr) would pay for themselves very quickly! These dues give the union the means to win the fight against Amazon with the full support of all CSN services.

Most of the other warehouses have a pay scale that recognizes years of service with the same employer: the more experience employees have, the better they are paid. For example, employees at Amazon's DXT4 warehouse are demanding a pay scale ranging from \$26 to \$30 an hour, depending on years of seniority.

We can't let Jeff Bezos (who makes \$7.9 million an hour!) dictate his employees' wages. With a union, it will be possible to negotiate pay and get a reasonable annual increase.

## **DXT4 BARGAINING WAGE DEMAND**

Starting wage: **\$26/hr**

After 30 months: **\$30/hr**



# WE

# DESERVE JOB SECURITY

The blue and white badge system lets Amazon keep a large portion of its employees in a precarious situation:

- White badge and part-time employees have no group insurance
- They get 28 hours less leave than permanent employees
- And, most importantly, there's no guarantee that their contract will be renewed

Nobody knows on what basis the blue badges (i.e. permanent status) are handed out. The lack of criteria leaves the door wide open to arbitrary decisions and favouritism. It's also not right that it's the most senior workers who are laid off when there's a slowdown.

## **Permanent status after 480 hours**

When you have a union, you can negotiate neutral, objective criteria for permanent status. For example, the DXT4 union is demanding that blue badges be issued after 480 hours of work.

After this probation period, an employee acquires seniority, based on length of service since the last time they were hired by Amazon. The following prerogatives will be based on seniority:

- Choice of schedule
- Priority in hiring for posted job openings
- Recall after a slow period
- Choice of vacation time

**WE DESERVE**  
**A SAFE**  
**WORKPLACE**



When you work at Amazon, you know the risks: the pace is intense, robotization is making it worse, and injuries are common. Even though Québec's occupational health and safety laws require Amazon to report all work-related accidents, we all know they're not doing it. In fact, workers are being denied the CNESST benefits to which they are entitled.

With the CSN, when an employee is injured on the job, we handle the case: we help them fill out the right form, deal with the CNESST, and a CSN union rep will advocate for them throughout the legal process. And when the employee returns to work, we make sure that the accommodations ordered by the doctor are appropriate and are implemented.

When you have a union, you can stand together to reduce the risk of accidents and work-related injuries. You can choose your own health and safety representatives. And you can negotiate clauses in the collective agreement to give you a say in your workload.

## **WITH THE CSN**

CNESST claims handling

Experts to plead your case

Real health and safety measures





**THE MEMBER**



At the CSN, unions are autonomous and democratic. It is up to the members to:

- Elect their representatives
- Run for election as president or any other union officer
- Decide on their bargaining demands at an assembly
- Vote on the pressure tactics they want to use
- Accept or reject the tentative agreement negotiated on their behalf

Throughout the bargaining process, members are kept informed of progress. We need to mobilize to increase our bargaining power and get the best possible contract.

Having a CSN union also means having union stewards standing up for us in the warehouse. It's not right that a person should always be assigned to the same workstation. We can end arbitrary treatment by managers. We can intervene when the pace of work gets too fast. With a union, we can challenge warnings when they are not justified.

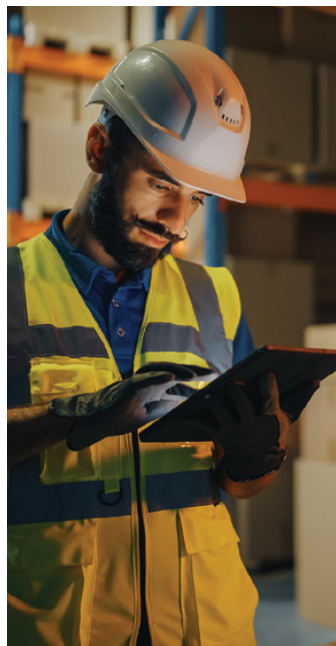
# S ARE THE UNION

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# IN QUÉBEC, THE LABOUR CODE PROTECTS US!

Québec's laws are clear:

- Amazon has no right to engage in anti-union propaganda or intimidate its employees
- Amazon has no right to try to find out who supports the union or who has signed a union card
- Amazon has no right to fire an employee for joining a union
- Amazon has no right to change working conditions after an application for union certification is filed



The CSN will not hesitate to take Amazon to court if it violates the rights of its workers or attempts to flout Québec labour laws. The Administrative Labour Tribunal has ruled in favour of the CSN more than once.

**I NEED A UNION  
I'M SIGNING A  
UNION CARD**



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