

March 2022

To: Members of the Minnesota House of Representatives  
Cc: Governor Tim Walz, Lieutenant Governor Peggy Flanagan  
Re: Support for HF 2774 (Greenman)

Here in Minnesota, we know work shouldn't hurt. All workers deserve to be safe and respected on the job. None of us should have to work under constant surveillance.

That's why we are writing to express our strong support for HF 2774 (Greenman), a bill to give warehouse workers the transparency they need to be safe and successful.

A 2021 report from the National Employment Law Project (NELP) showed that Amazon warehouse workers in Minnesota suffer injuries at double the rate of non-Amaon warehouse workers and almost four times the rate of all private sector workers in Minnesota. These can be musculoskeletal injuries that stay with workers for the rest of their lives, leading to chronic pain and a risk of long-term disability.

What's driving excessive injury rates in Amazon facilities? A system of strict quotas that workers are expected to meet, even though those quotas are often not disclosed to workers themselves. As one Amazon worker stated, "They just kept me working. They didn't care if I was injured or not. They want me to hit this [performance] goal."

Under this system, workers are under intense surveillance and feel a constant threat of discipline or firing. Since they often can't tell how well they're doing, they report sometimes skipping breaks and not having time to address safety concerns for fear of falling behind. As one Amazon worker said, "Managers are always vague about what will get you fired, which creates this paranoia. [Employees ask] what exactly will get them fired, and the responses are so vague that you basically know that if you're not constantly moving, you're probably gone."

We urge your support for a practical and common-sense policy to protect warehouse workers. HF 2774 would:

- Inform workers of the quotas and performance standards they are being held to, and when those standards change;
- Ensure that workers can access their basic workplace rights, including meal and restroom breaks;
- Give workers some access to the data that companies like Amazon are collecting about them, so they know how fast they are working and how well they are performing at work.

Ensuring that workers are informed and protected benefits everyone. When workers can build lasting careers at facilities like Amazon's fulfillment centers, turnover is reduced and our supply chain is strengthened. When standards are fair, small businesses are protected. When excessive

worker injuries decrease, the costs for our state and Minnesota taxpayers go down.

It is critical that we act now, before Amazon's surveillance model spreads to other industries and employers. We urge you to support HF 2774 to protect the health and safety of warehouse workers in Minnesota.

Thank you.

Sincerely,

The Awood Center  
Teamsters Joint Council 32  
Main Street Alliance  
Minnesota AFL-CIO  
Minnesota Nurses Association  
North Star Prosperity  
Rich Neumeister, Privacy Advocate  
ROC-MN  
TakeAction Minnesota  
UFCW Local 663  
UFCW Local 1189