



# VOICES of EMPOWERMENT

CAUSE Newsletter

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## Discrimination against Latinos

**Attention RDU1 Associates,** We need to address an ongoing issue at our Garner facility that affects many of colleagues: the lack of adequate translation services and discrimination against Latino associates.

Moreover, **there's a noticeable shortage of Spanish-speaking representatives in fields like HR.** When issues arise, associates have expressed how they are not allowed to bring their own translators, leaving many without the necessary support to address their concerns.

This contributes to feelings of marginalization and a hostile work environment. **These issues are prominent, communication and training materials at RDU1 are often only available in English.** Setting non-English-speaking associates at a serious disadvantage, leading to misunderstandings and increased risk of accidents and injuries.

**Amazon's failure to provide adequate support for Non-English speakers highlights the urgent need for stronger representation.** Together, we can ensure that all associates receive fair treatment and that our diverse workforce is respected and valued.

Stand with us CAUSE to demand better conditions and support for all RDU1 associates!"

## Freedom from Racism at Work

The fight for human rights at work is as old as the Americas.. The US & Latin America were born in economies that used racism to abuse workers based on racial difference and country of origin. Fighting that system has won us rights to freedom from racist abuse and we continue to fight. **Venceremos!**

1492 ✨ Columbus sailed the ocean blue

1521 ✨ Columbus Son's plantation is burned in first worker uprising of America



1791- 1804 ✨ Haitian Revolution: first revolt of workers to abolish the system of slavery

1808 -1833 ✨ Latin American Wars of Independence abolishes slave system and racial class system (casta)

1861 -1865 ✨ US Civil War & Abolition

1933 -1938 ✨ New Deal makes worker rights to Social Security and Unions law but omitted farm workers and domestic workers (racially coded)

1965 ✨ Civil Rights Act: Outlaws Discrimination based on Race or national origin and US racial class system (Jim Crow)



2021 ✨ Bezos flies in Blue Origin

2022 ✨ First Amazon Union in the US wins

2024 ✨ Amazon Vs The NLRA: Amazon is actively fighting the existence of labor rights in the law. By Standing up for what we deserve we fight for all workers rights

## CAUSE Demands:

- Higher Pay: \$30/hr for all Tier 1 & 2 Associates
- Increase Time Off: 180 Hours & Paid Sick Leave
- Longer Breaks: 1-Hour Paid Lunch

