AMAZON WORKERS ARE FACING A TRIPLE THREAT TO THEIR HEALTH, INCLUDING:

- Nearly **double the national average rate** of warehouse workplace injury
- **Chronic stress** from the workload and quota system
- Risk of contracting **chronic and infectious diseases** due to lack of restroom access and inadequate COVID-19 protections

CALIFORNIA NEEDS TO ENACT URGENT HEALTH AND SAFETY POLICIES

Amazon's warehouse workplace policies harm health. **California needs to enact policies to uphold health and safety standards for the over 30,000 full-time Amazon warehouse workers in the state**, including:

- An end to the quota system
- Ergonomic work conditions for all workers
- Greater COVID-19 precautions in the warehouse including unlimited time to use the restroom and hand-washing stations, and to sanitize workstations
- Opportunity to hydrate and take rest breaks based on worker need, not company priority

AMAZON'S QUOTAS CAUSE INJURIES

Amazon **quotas are too high for a safe and healthy pace of work**[1]. Workers share that Amazon's quota system forces them to push beyond what's safe for their bodies, which has led to injuries, chronic pain, disabilities and fatalities[2].

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"My dream job ended up being my nightmare, because I don't have my health anymore."

— Keith, Maintenance Technician
4 years at LGB3, Eastvale, CA

Amazon warehouse workers experience nearly twice the national injury rate

7.7 per 100 workers

Amazon 4 per 100 workers

Other warehouses
WORKERS DON'T HAVE TIME TO USE THE RESTROOM

Workers are only allowed 6 minutes of "time off task," aside from a 30 minute lunch break. Workers report that the closest restroom is often more than 6 minutes away from their stations. This denies workers use of the restroom and prevents proper CDC-recommended hand washing — which is key for controlling the spread of COVID-19 [3]. To reduce restroom breaks, workers report restricting the amount of water they drink — which harms health [4]. Proper hydration is critical to prevent serious illness from chronic dehydration including heat injury, urinary tract infections, kidney failure, seizures, and life-threatening hypovolemic shock [5].

WORKERS EXPERIENCE CHRONIC STRESS

Workers report feeling anxiety and chronic stress due to inhumane quotas, and many experience constant fear of being fired for something as small as using the restroom. Workers are often fired without any opportunity to understand why — Amazon’s computer program fires them, not a human manager or supervisor. These factors keep workers in a state of chronic stress, which leads to countless health issues, [6] including immune-system damage, anxiety, depression, heart disease, digestive issues, headaches, sleep and memory issues, and weight gain.

“During this time of COVID... you don’t really have time to wash your hands on a small break or lunch. No hand sanitizer around. It's all really mentally stressful and draining.

— Jennifer, Puller/Scanner, 5 months at DLA8, Hawthorne, CA

WORKERS ARE CONTRACTING COVID-19

There were at least 60 confirmed COVID-19 cases among Amazon warehouse workers in San Bernardino and Riverside counties from late March-June alone, and at least 10 Amazon warehouse workers nationally have died from the virus [7]. Amazon’s warehouse workplace policies and practices enable the continued spread of COVID-19 and harm workers, their families, and the state’s ability to stop community spread of the virus.

Amazon's policies are a vector for the virus – the time to act is now.
ABOUT THIS FACTSHEET

Human Impact Partners (HIP), in collaboration with the Warehouse Worker Resource Center (WWRC), conducted a health impacts study to examine the ways that Amazon’s workplace practices affect worker health, safety, and well-being, specifically regarding pace of work and surveillance.

For more information about this research, please contact:
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For more information on how to advocate for warehouse workers, please contact:
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REFERENCES