

THE PUBLIC HEALTH CRISIS HIDDEN IN AMAZON WAREHOUSES



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

POLICYMAKERS NEED TO ENACT HEALTH AND SAFETY STANDARDS

Amazon's warehouse workplace policies harm health. **Across the country there is a need to enact statewide health and safety standards to support the one million Amazon workers in the US [1]. Policies needed include:**

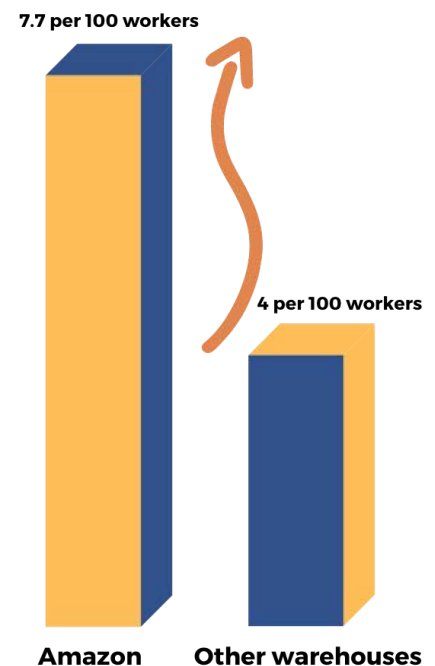
- An end to the quota system
- Ergonomic work conditions for all workers
- Greater COVID-19 precautions in the warehouse including unlimited time to use the restroom and hand-washing stations, and to sanitize workstations
- Opportunity to hydrate and take rest breaks based on worker need, not company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



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



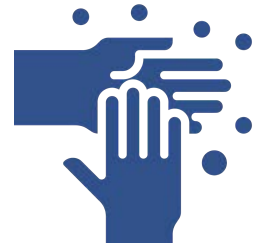
AMAZON'S QUOTAS CAUSE INJURIES



Amazon **quotas are too high for a safe and healthy pace of work [2]**. 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 [3].

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 [4]. To reduce restroom breaks, workers report **restricting the amount of water they drink** – which harms health [5]. 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 [6].



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**, [7] including immune-system damage, anxiety, depression, heart disease, digestive issues, headaches, sleep and memory issues, and weight gain.

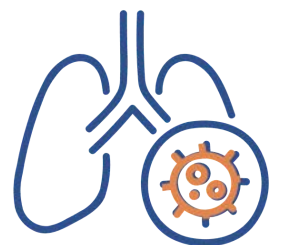


“ During this time of COVID... you don't really have time to wash your hands on a small break or lunch. No hand sanitizer around. It's all really mentally stressful and draining.

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

WORKERS ARE CONTRACTING COVID-19

As of October 2020, there have been **at least 19,816 confirmed COVID-19 cases** among Amazon workers nationally [8], and at least 10 Amazon warehouse workers have died from the virus [9]. 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)**, completed 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:

Warehouse Worker Resource Center: 951-394-0236, admin@warehouseworkers.org

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