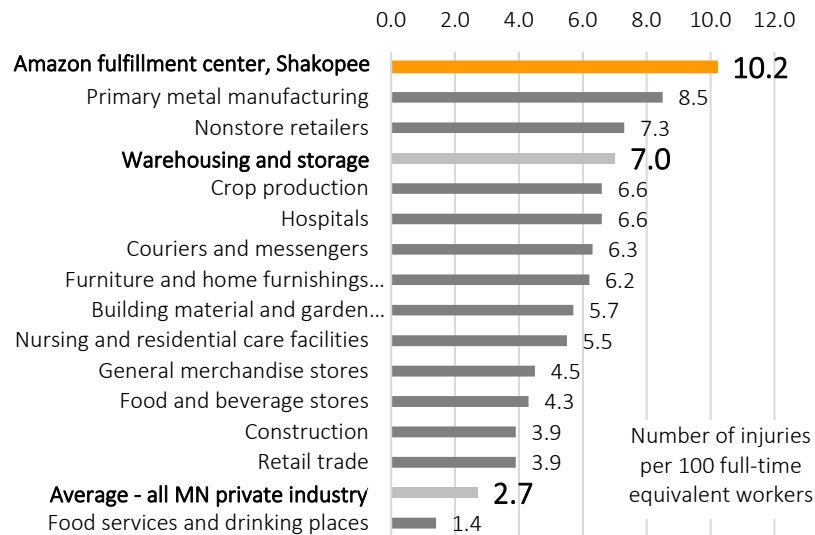


# New Report: Amazon Fails to Provide Safe, Stable Jobs That Pay Minnesota Workers Fairly

In 2020, no Minnesota industry had an injury rate that was as high as the rate at the Shakopee Amazon warehouse.



**Amazon's profits** are skyrocketing, totaling **\$21.3 billion** in 2020. **But what are the human costs of Amazon's growth and profits?** An [analysis](#) of Minnesota's experience with Amazon shows that the corporation's operations have had many negative impacts on workers and communities:

- Amazon's management practices cause extreme rates of injury** At the Shakopee, Minnesota, Fulfillment Center, MSP1, there is one serious injury for every nine workers each year.<sup>1</sup> This is more than double the rate of injury at non-Amazon Minnesota warehouses, and more than four times the average rate of injury for all private industry in Minnesota. **In 2020, no Minnesota industry had a higher injury rate than the rate at the Shakopee Amazon fulfillment center.**
- Amazon pays warehouse workers less than the average warehouse wage in Minnesota.** Average wages for warehouse workers have plummeted 14 percent (after inflation) since Amazon opened its first warehouse in Shakopee in 2015.
- Black and East African workers make less than white workers.** About one in three Amazon workers in Shakopee warehouses is Black, including many East African immigrants. In terms of average monthly earnings, Black warehouse workers there make 37 percent less than white workers at those warehouses.
- Jobs are not stable and long-term.** Turnover rates at the Shakopee Amazon facilities are much higher than those at other, non-Amazon warehouses, with many workers quitting or being fired. In addition, Amazon denies full-time permanent employee status to a significant portion of its workforce, including those who are hired as seasonal or through a staffing agency.

## Recommendations for responses to Amazon's harm to Minnesota



### PUBLIC HEARINGS

Convene public hearings on Amazon's presence in Minnesota.



### WALL-TO-WALL INVESTIGATION

Launch wall-to-wall MNOSHA investigation of Amazon facilities



### TRANSPARENT WORK-PACE STANDARDS

Ban "Time Off Task," mandate breaks, and set reasonable and transparent work-pace standards in the warehouse industry.

### Minnesota Lawmakers and Regulators Must Take Action!

Minnesota officials should take action to address the harms of Amazon's operations like other states have done. For example, Washington State recently fined Amazon for failing to provide a safe workplace, and they pointed to "Time Off Task" and Amazon's discipline and surveillance methods as a major cause of injuries. California has recently changed its law to protect workers from quotas that make it hard to take rest periods and bathroom breaks.

To start, Minnesota officials should do the following:

1. **Convene public hearings** on Amazon's operations in Minnesota.
2. **Launch a wall-to-wall investigation** of health and safety hazards at Amazon facilities.
3. **Investigate and address racial inequities** in Amazon's Minnesota operations.
4. **Change the law to require rest breaks and reasonable work-pace standards** that are clearly communicated to workers.
5. **Change the law to ban harmful surveillance and disciplinary policies** such as "Time Off Task."
6. **Change the law to make sure that Amazon takes responsibility for workers under its control**, even if they aren't directly hired by the company.

### Get Involved!

Join with fellow workers to make these changes possible, Contact The Awood Center at 612-644-1717 or [www.awoodcenter.org/join](http://www.awoodcenter.org/join)

<sup>1</sup> For references on all figures cited in this fact sheet, please see the National Employment Law Project's full report at: <https://www.nelp.org/publication/injuries-dead-end-jobs-and-racial-inequity-in-amazons-minnesota-operations/>

### Black and East African workers in Scott County warehouses (almost all Amazon) make just 63 percent of what white workers make in a month



### Workers at Amazon warehouses in Minnesota...



2x

...are more than **twice as likely** to get injured as workers at non-Amazon Minnesota warehouses



4x

...are more than **4 times as likely** to get injured as the average private industry worker in Minnesota



1 in 9

...have a **one in 9 chance** of being injured in a year

