


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 10-CA-298933	Date Filed 7/7/2022

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Amazon.com Services, LLC	b. Tel. No. 888-892-7180
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 975 Powder Plant Road Bessemer, AL 35022	e. Employer Representative (b) (6), (b) (7)(C)
	g. e mail
	h. Number of workers employed 5,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Warehouse and distribution center	j. Identify principal product or service shipment of goods and products
The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
The above named Employer unlawfully interfered with, restrained and/or coerced employees exercising their Section 7 rights by threatening employees with the loss of benefits, pay and/or access to management if they voted to form a union. The Employer's conduct violated Sections 8(a)(1) and/or 8(a)(3) of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
Retail, Wholesale and Department Store Union	
4a. Address (Street and number, city, state, and ZIP code) 1901 10th Avenue South Birmingham, AL 35205	4b. Tel. No. 205-322-7452
	4c. Cell No.
	4d. Fax No. 205-322-8447
	4e. e mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
United Food and Commercial Workers, International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Richard P. Rouco, Attorney (Print/type name and title or office, if any)
Tel. No. 205-870-9989	
Office, if any, Cell No.	
Fax No.	
e mail rrouco@qcwdr.com	
Address <u>2 -20th Street North, Suite 930, Birmingham, AL 35203</u> Date <u>July 7, 2022</u>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.