



May 1, 2017

Jeff Bezos, CEO
Amazon
1200 12th Ave South, Suite 1200
Seattle, WA 98144

Via US Postal Service and email: jeff@amazon.com

CC: Governor Jay Inslee, Senator Patty Murray, Senator Maria Cantwell, Congresswoman Pramila Jayapal, Seattle City Council, Mayor Ed Murray, Seattle Office of Labor Standards Director Dylan Orr, Seattle Office of Civil Rights Director Patricia Lally, Amazon Director Kara Hurst, Amazon Director John Schoettler

Dear Mr. Bezos:

We are writing to follow up on claims that have come to our attention about the unfair treatment of Muslim security officers and allegations of harassment by your security contractor, Security Industry Specialists (SIS). As Ramadan approaches, we hope that you can take swift action to ensure that every worker who is part of your Headquarters community is able to fulfill the needs of their job without sacrificing the duties of their faith.

During Eid and Ramadan, Muslim workers often make requests for accommodations to work certain shifts or break at specific times, to allow them to be productive during the 30 days of which Muslims abstain from food and drink from pre-dawn to sunset. We have heard several allegations that SIS management has made disparaging comments publicly to their workers, quoted by more than one employee as, *"Don't blame us if you don't get relieved for break, blame the Muslims."*

While we understand that the issue of staffing and accommodations might be an administrative challenge, it is the responsibility of the employer to schedule for breaks. There is also a moral responsibility to allow employees the space to work and pray without fear of reprisal from co-workers or management. Such "divide and conquer" tactics are especially dangerous as we see a national rise in hate crimes and discrimination against Muslim communities.

We have also heard several stories from Amazon security officers who are employed by SIS that the provision of religious accommodations for prayer is often arbitrary and inconsistent. Several of these cases have led to employment separation, as tensions rise between Muslim employees and front line supervisors who are making decisions about prayer accommodations.

While we understand that SIS workers are not directly employed by Amazon, you have a responsibility for every worker who puts their labor into the Amazon community. Especially as Amazon expands into Middle Eastern markets, we are calling on you to be a leader in fighting Islamophobia here at home. Please respond by May 15th to ishmani0907@gmail.com so we can have time to discuss appropriate remedies before the holiday season.

Endorsements Enclosed:

Kathleen Taylor, Executive Director
American Civil Liberties Union
Of Washington (ACLU-WA)

Abdirisak Ahmed, Executive Director
Abu-Bakr Islamic Center

Rich Stolz, Executive Director
One America

Jennifer Partch, Associate Pastor
Highline United Methodist Church

Yusuf Aden, Manager
Hope Academy

Tsegazeah Gebremichael, Priest
St. Emanuael Ethopian Church

Rev Darrell Goodwin, Senior Pastor
Liberation United Church of Christ

Rev. Genjo Marinello, Abbot
Seattle Zen Temple
Dai Bai Zan Cho Bo Zen Ji

Rev. Angela Ying
Bethany United Church of Christ

Rev Shalom Ahtarap
Burien United Methodist Church

Rev. Lauren Cannon
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Jasmin Samy, Civil Rights Manager
Council on American-Islamic Relations
Of Washington State (CAIR-WA)

Abdinasir Elmi, Youth Leader
Abu-Bakr Islamic Center

Imam Osman Yussuf
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Somali Community Association

Elise DeGooyer, Co-Director
Faith Action Network

Dr. Sam Mhlanga, Pastor
Bread of Life International Fellowship

Rabbi Jonathan Klein, Director
Clergy and Laity United for
Economic Justice

Rabbi David Basior, Co-Chair
Interfaith Economic Justice Coalition

Rt. Rev. Gregory H Rickel
VIII Bishop of Olympia

Rev. John Helmiere, Minister
Valley and Mountain UMC

Nihad Awad, National Director
Council on American-Islamic Relations
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Abdirahman Mohamed, Vice President
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Rev. Shelly Fayette, Rector
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Kadima Reconstructionist Community

Asha Mohamed, President
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Rev. Paul Benz, Co-Director
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D Pei Wu, Executive Director
Jobs with Justice

Dr. Melvin Fox, Regional President
National Baptist Convention
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Laura Barrett, Executive Director
Interfaith Worker Justice

Rev. Mike Denton, Conference Minister
Pacific Northwest Conference UMC

Rev Rich Lang, District Superintendent
Pacific Northwest Conference UMC