



# PROTECTING AND EMPOWERING MINNESOTA'S WAREHOUSE WORKERS.

*At Amazon warehouses across the state, Minnesotans are forced to work at a pace so grueling that employees report not having time to eat, go to the bathroom, or take prayer breaks. They must work quickly to meet quotas set by algorithms that Amazon changes frequently and often doesn't disclose. If they're unable to meet quotas, warehouse workers are disciplined or fired.*

*This system endangers warehouse workers. One of nine workers at Amazon's warehouses is injured on the job, an annual injury rate more than double that of non-Amazon warehouses in Minnesota. Black Minnesotans, including many East African immigrants, bear many of these negative costs.*

*House DFLers are working hard to hold large corporations like Amazon accountable and to ensure every Minnesotan is safe in the workplace. After listening to the stories of Amazon warehouse workers, House DFLers introduced legislation to protect and empower workers.*

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## Requiring Employers to Share Quotas with Warehouse Workers

This legislation requires Amazon and all employers that operate a distribution center with more than 250 warehouse workers to provide every worker with written notice of all quotas they are subject to and how they are measured. This must be provided in the worker's preferred language. Employers must share this information with new employees when they're hired and notify workers two days before any modifications take effect. Employers can't fire or take disciplinary action against a worker who fails to meet a quota that wasn't disclosed.

## Strengthening Worker Safety Measures

This legislation directs the Minnesota Department of Labor and Industry to investigate compliance with this provision in warehouses that have an injury rate 30 percent higher than the average rate for the state's warehouse industry. Until the warehouse drops below that level for two consecutive years, the employer will be required to hold safety committee meetings on a monthly basis.

## Increasing Transparency

This legislation ensures warehouse workers can access their own work speed data and any quota they are required to meet. Employers must provide warehouse workers with their work speed data for the past 90 days upon request and in their preferred language. This information must be shared with any worker who is disciplined or fired for failing to meet a quota.

## Ensuring Workers Receive Necessary Breaks

Under this legislation, employers can't require warehouse workers to meet quotas that prevent them from taking breaks for meals, restroom breaks, or time to pray. Employers also can't impose quotas that prevent compliance with Minnesota's OSHA standards.