

September 21, 2018

Jeff Bezos
Amazon
410 Terry Avenue North
Seattle, WA 98109

Dear Mr. Bezos:

In February, our organizations wrote to urge you to remove forced arbitration provisions from your employment contracts and to restore workers' rights to access the court system after disputes arise with your company.¹ More than eight months later, we have received no response on this important issue.

Much has happened since we first wrote to you. We have seen how forced arbitration clauses have been used in a variety of ways to hide wrongdoing, from companies attempting to silence claims of sexual harassment² to stopping customers who have been injured on their products from accessing justice.³ Your silence is contributing to a culture of secrecy.

Recently, a prominent federal judge remarked on the "legal fiction" that individuals willingly waive their Seventh Amendment right to a trial by trial when they sign a contract:

The right to trial by jury, in civil as well as criminal cases, is a central feature, not only of the federal Constitution, but also of the constitutions of virtually every state. The right reflects the deep-seated view of the American people that the community is the best judge of justice....[t]hus, while appellate courts still pay lip service to the 'precious right' of trial by jury, and sometimes add that it is a right that cannot readily be waived, in actuality federal district courts are now obliged to enforce what everyone recognizes is a *totally coerced waiver of both the right to a jury and the right of access to the courts...*⁴

You have an opportunity to help end this legal charade, be on the right side of history, and set an example as a responsible company in the marketplace by removing forced arbitration provisions

¹ Letter from Organization to Technology Companies, (Feb. 7, 2018), *available at* https://www.citizen.org/sites/default/files/employment_arb_sign-on_letter_google.pdf.

² Wired, *Why Aren't More Employees Suing Uber?*, (June 23, 2017), *available at* <https://www.wired.com/story/uber-susan-fowler-travis-kalanick-arbitration/>.

³ Washington Post, *Scooter Use is Rising in Major Cities. So are Trips to the ER*, (Sept. 7, 2018), *available at* https://www.washingtonpost.com/business/economy/scooter-use-is-rising-in-major-cities-so-are-trips-to-the-emergency-room/2018/09/06/53d6a8d4-abd6-11e8-a8d7-0f63ab8b1370_story.html?noredirect=on&noredirect=on&utm_term=.c2123ff2da9f.

⁴ Meyer v. Kalanick, 291 F.Supp.3d 526 (S.D.N.Y. March 5, 2018) (emphasis added).

from your employment contracts. With questions, please contact Remington A. Gregg, at rgregg@citizen.org.

Sincerely,

American Civil Liberties Union
Arise Chicago
Atlanta Women for Equality
Broome Tioga GreenParty
Colorado Center on Law and Policy
Colorado Fiscal Institute
Communications Workers of America (CWA)
Consumer Action
Consumers for Auto Reliability and Safety
Economic Policy Institute
The Employee Rights Advocacy Institute For Law & Policy
Equal Pay Today
Equal Rights Advocates
Professor Matthew Finkin, University of Illinois College of Law*
Florida Alliance for Consumer Protect
Gender Justice
Greater Syracuse Council on Occupational Safety and Health
Homeowners Against Deficient Dwellings
Impact Fund
Interfaith Worker Justice
Lambda Legal
Legal Aid at Work
Maine AFL-CIO
NAACP
National Association of Consumer Advocates
National Center for Transgender Equality
National Consumer Law Center
National Employment Lawyers Association
National Employment Law Project
National Equality Action Team (NEAT)
National LGBTQ Task Force
Oxfam America
PathWays PA
Professor Daniel R. Ortiz, University of Virginia Law School*
Policy Matters Ohio
Progressive Congress Action Fund
Public Citizen
Public Knowledge
Public Justice
SafeWork Washington
Southwest Women's Law Center

State Innovation Exchange
Texas Watch
Union Theological Seminary
Witness to Mass Incarceration
Women Employed
Women's Law Project

*University affiliations are listed for identification purposes only. The contents of this letter were not authorized by, and should not be construed as reflecting the view of, the listed universities.