



The Scottish Parliament
Pàrlamaid na h-Alba

Katy Clark MSP

Member of the Scottish Parliament for West Scotland Region

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Rt. Hon. Nicola Sturgeon MSP
First Minister
Scottish Government
St Andrew's House
Regent Road
EDINBURGH
EH1 3DG

Our reference: AMPAY-JR

Amazon Pay and Conditions

Dear First Minister,

I am writing regarding Amazon's sub-inflationary pay offer to workers and their refusal to negotiate a pay agreement with their trade union representatives. Whilst I appreciate that employment is a reserved issue, the Scottish Government has awarded several contracts to the company in recent years. Cutting ties with Amazon unless it agrees to address outstanding issues around workers' pay and conditions would send a powerful message, particularly given the Scottish Government's purported commitment to fair work values.

As it stands, Amazon is offering its workers 35p extra an hour, amounting to a mere £10 extra a week amidst the worst cost of living crisis in a generation. These workers have proven their worth time and again through the pandemic, working at fulfilment centres to keep households stocked and dispensing goods to the public through Covid restrictions. Despite making monstrous profits, Amazon are not only refusing to award the inflation-proofed pay rise staff desperately need – they continue to refuse to even meet with the GMB union to negotiate a pay agreement.

As you may know, not a single Amazon warehouse is unionised in the UK, with Amnesty International criticising the firm for repeatedly issuing legal notices to trade union organisers who attempt to talk to workers outside Amazon facilities. Whistleblowers to Unite the union's Amazon Workers hotline [revealed earlier this year](#) that they were in many cases being denied basic employment rights. Some workers at Scottish fulfilment centres described managers flouting mask and social distancing rules but reprimanding workers on the same guidelines. One worker in Scotland testified to being refused paternity leave for administrative reasons despite repeatedly informing them in months in advance, leaving him without pay for weeks. Another worker in Scotland described conditions as being like a "work camp" as they were asked to stand for ten hours on customer returns and sortation, with management monitoring to ensure they didn't sit down. I hope you would agree these reports are appalling and that such practices have no place in 21st century Scotland.

Despite the company's poor working practices, anti-trade union activity and [widely reported tax avoidance tactics](#), the Scottish Government has awarded Amazon several contracts in recent years, including a £15 million tender last May to host services for a new NHS digital



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platform. This makes a mockery of the Scottish Government's fair work guidelines, which companies like Amazon have no legal obligation to follow anyway.

I would therefore strongly urge you to take the following steps:

- Call on Amazon to meet with trade unions and negotiate a real pay agreement so these workers are not driven into poverty
- Make clear to Amazon that it must cease all anti-trade union activity and direct warehouses and offices to recognise trade unions
- Terminate all Scottish Government contracts with Amazon if it refuses to take these steps and make clear that no further contracts will be awarded unless fair work practices are followed

I look forward to reading your reply.

Yours sincerely,

Katy Clark MSP
West Scotland Region