

[Supporting the International Brotherhood of Teamsters at Amazon DCK6]

Resolution supporting the International Brotherhood of Teamsters in their efforts to bargain with Amazon Web Services on behalf of workers at the DCK6 Warehouse.

WHEREAS, Over 100 workers at Amazon's DCK6 warehouse in San Francisco unionized with the Teamsters on October 2, 2024, demanding union recognition with union cards signed by the supermajority of workers at their warehouse; and

WHEREAS, Since October 2, 2024, Amazon has not recognized DCK6 workers, refused to bargain with the union, and allegedly responded with illegal retaliation and union busting; and

WHEREAS, In April 2025, the National Labor Relations Board Region 20 issued an initial complaint against Amazon for illegal union-busting activity at the DCK6 facility; and

WHEREAS, This complaint seeks to force Amazon to recognize the unions and begin good faith bargaining with Teamsters; and

WHEREAS, In June the NLRB issued another complaint against Amazon at the DCK6 facility for more illegal union busting activity, asking Amazon to rehire fired workers and ensure union supporters receive raises, bonuses, and promotion, like their colleagues; and

WHEREAS, The 5 cases filed by the Teamster Amazon National Negotiating Committee International Brotherhood of Teamsters, detail a pattern of employer interference aimed at discouraging workers from organizing at DCK6; and

WHEREAS, Initial National Labor Relations Board (NLRB) complaint charges that Amazon retaliated against pro-union employees, rewarded anti-union sentiment with promotions, spread misinformation about unions, and restricted union-related conversations or gear; and

1 WHEREAS, Amazon management is also accused of intimidating workers, holding
2 one-on-one interrogations, and an influx of union-busting personnel, while warning workers of
3 negative consequences such as long contract delays, loss of benefits, or misuse of personal
4 data; and

5 WHEREAS, The holidays are peak season for Amazon workers and during this time,
6 logistics workers are often put under extreme pressure to meet quotas and work extended
7 hours, with reports of increased workplace injuries, ignored safety procedures, and skipped
8 meal, rest, and bathroom breaks; and

9 WHEREAS, Amazon hires many seasonal workers around the holidays, who are
10 typically laid off once the holiday season ends; and

11 WHEREAS, DCK6 also operates as a last-mile delivery station, where packages arrive
12 already packed, and sorted and led for delivery; and

13 WHEREAS, Last-mile facilities like DCK6, located on Toland Street in Bayview, tend to
14 be concentrated in more marginalized communities, meaning that these warehouses create
15 safety and health issues that disproportionately impact already vulnerable populations; and

16 WHEREAS, Union workers make significantly higher wages than their non-union
17 counterparts in the United States, particularly in the private sector; and

18 WHEREAS, Many Amazon workers make significantly lower wages, experience less
19 job stability, and have inferior working conditions compared to competing large, unionized
20 logistics employers, such as workers at United Parcel Service, DHL, and the United States
21 Postal Service; and

22 WHEREAS, All of these workers serve our community by processing and delivering
23 critical goods and should be compensated and treated fairly; now, therefore, be it

24 RESOLVED, That Board of Supervisors supports Amazon DCK6 workers' unionization
25 effort and their fight to win a fair contract; and, be it

1 FURTHER RESOLVED, That the Board of Supervisors recognizes the importance of
2 Amazon workers and all logistics industry workers that make San Francisco run, especially
3 during the holiday season; and, be it

4 FURTHER RESOLVED, That the Board of Supervisors calls upon Amazon to bargain
5 with DCK6 Amazon Teamsters immediately to deliver fair contracts and wages, and improve
6 the working conditions for workers at Amazon's DCK6 warehouse.



City and County of San Francisco
Tails
Resolution

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 251229

Date Passed: December 16, 2025

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December 16, 2025 Board of Supervisors - ADOPTED

Ayes: 10 - Chan, Chen, Dorsey, Fielder, Mahmood, Mandelman, Melgar, Sauter,
Walton and Wong
Excused: 1 - Sherrill

File No. 251229

I hereby certify that the foregoing
Resolution was ADOPTED on 12/16/2025 by
the Board of Supervisors of the City and
County of San Francisco.

Angela Calvillo
Clerk of the Board

Unsigned

Daniel Lurie
Mayor

12/26/2025

Date Approved

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, or time waived pursuant to Board Rule 2.14.2, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter or Board Rule 2.14.2.

Angela Calvillo
Clerk of the Board

12/26/2025

Date