



FEDERAL COURT ORDERS AMAZON TO STOP FIRING EMPLOYEES FOR PROTECTED LABOR ACTIVITIES

On November 18, 2022, a New York District Court Judge issued an injunction ordering Amazon.com Services LLC to stop firing employees for engaging in protected activities. The order came in response to a petition filed by Region 29 of the National Labor Relations Board (“NLRB”). Under Section 10(j) of the National Labor Relations Act (“NLRA”), the NLRB has the power to seek temporary injunctions in federal district court against employers and unions to stop unfair labor practices while a case is litigated before administrative law judges and the NLRB. Section 10(j) injunctions provide an essential tool in quickly blocking ongoing violations of federal labor law, as the ultimate litigation of these cases before the Board can often take several years.

In this case, the NLRB’s petition alleged that Amazon had unlawfully fired an employee for advocating, along with his co-workers, for health and safety protections in the workplace amid COVID-19, and for protesting Amazon’s lackluster response to the danger facing its workers. The Judge agreed with the NLRB that Amazon’s actions violated the NLRA, and she issued an injunction prohibiting the company from firing any other employees for engaging in protected activities. The injunction also requires that Amazon post, distribute, and read the Court’s order to employees at its Staten Island facility. If Amazon violates this order, it could be held to be in contempt of court.

NLRB Region 29 Brooklyn Director Teresa Poor praised the Court’s decision, stating that “[t]his relief is critical to ensure that Amazon employees can fully and freely exercise their rights to join together and improve their working conditions, including by forming, assisting, or joining a union.”

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