

May 3<sup>rd</sup>, 2017

Tom P. Seltz  
President & CFO  
Security Industry Specialists, Inc.  
1415 Western Avenue, Third Floor  
Seattle, Washington 98101-2117

CC: Amazon CEO Jeff Bezos, Amazon Vice President of Global Real Estate and Facilities John Schoettler, Amazon Director of Worldwide Sustainability and Social Responsibility Kara Hurst, Governor Jay Inslee, Senator Patty Murray, Senator Maria Cantwell, Congresswoman Pramila Jayapal, Seattle City Council, Mayor Ed Murray, Seattle Office of Labor Standards Director Dylan Orr, Seattle Office of Civil Rights Director Patricia Lally

Dear Mr. Seltz:

It has come to our attention that SIS security officers Abdinisir Elmi and Betiel Desta were removed from their scheduling system on May 2, 2017, immediately after engaging in legally protected speech at a press conference on May Day about their working conditions. In addition, officer Elmi was asked to call management but not told what the matter was regarding.

These developments trouble us.

On May 1, Elmi and Desta were part of a delegation that included faith leaders, security officers and supporters who visited SIS's regional office and Amazon's headquarters. We made these visits in hopes of resolving ongoing issues facing the SIS officers who guard the tech campus.

As you know, SIS officers are forming their union right now in response to unfair religious practices, no cost of living raises, favoritism, and a lack of respect in the workplace.

In April, officers Elmi and Desta filed retaliation charges with the National Labor Relations Board against SIS based on allegations that workers felt their hours were drastically cut, that SIS managers videotaped officers engaging in legally protected union activity in an intimidating manner, and that an officer was threatened with suspension because they spoke out to address their concerns with SIS.

And less than 24 hours after the May Day activities, Officers Elmi and Desta were removed from their work schedules after speaking up to SIS and Amazon regarding issues in the workplace.

As SIS officers guarding Amazon's campus, Elmi and Desta are excellent at their jobs. And the faith and labor communities will not accept or stand for any form of retaliation against them. Not on May Day. And not today.

We expect that Officers Elmi and Desta will be given their exact full-time positions they held before the retaliation began, including the same schedule and pay, as well as back pay for lost wages, and that they will be back at work immediately.

The undersigned,

**One America  
Kadima Jewish Reconstructionist Community  
Council on American-Islamic Relations of Washington State (CAIR-WA)  
United Food & Commercial Workers Local 21  
Councilmember Kshama Sawant  
Puget Sound Sage  
Services Employees International Union 6  
United Auto Workers Local 4121  
UNITE HERE Local 8  
Service Employees International Union 775  
1199NW Service Employees International Union  
Teamsters Local 117  
Hope Academy  
In The Public Interest  
Toxic Free Future  
Youth and Family Services  
Somali Community Association  
Security Industry Specialists Organizing Committee  
350 Seattle  
TechCanDoBetter – Seattle  
TechCanDoBetter – Silicon Valley  
Martin Luther King County Labor Council  
Faith Action Network  
Washington Community Action Network  
Service Employees International Union Local 925  
American Postal Workers Union  
Transit Riders Union  
Seattle Democratic Socialists of America  
Interfaith Worker Justice  
Washington State Labor Council  
Jobs With Justice  
Puget Sound Advocates for Retirement Action  
Rev. Shelly Fayette, Christ Episcopal Church  
Sea-Tac Workers Organizational Committee  
Seattle Solidarity Network  
Tech Solidarity  
Working Washington**