FORM NLRB-506
(12-20)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

RESPONSIVE STATEMENT OF POSITION - RC, RD or RM PETITION

DO NOT WRITE IN THIS SPACE	
Case No.	Date Filed

INSTRUCTIONS: *If a party has submitted and served on you a timely Statement of Position to an **RC, RD or RM** petition, the Petitioner must submit this Responsive Statement of Position to an NLRB Office in the Region in which the petition was filed and serve it and any attachments on each party named in the petition in this case such that it is received by noon local time, three business days prior to the hearing date specified in the Notice of Hearing. A separate form must be completed for each timely filed and properly served Statement of Position received by the Petitioner. The Petitoner-Employer in a RM case is required to file this Responsive Statement of Position and include an appropriate employee list without regard to whether another party has filed a Statement of Position.*

This Responsive Statement of Position is filed by the Petitioner in response to a Statement of Position received from the following party:

The Employer	**An Intervenor/Union**
Amazon.com Services, LLC	Retail, Wholesale and Department Store Union

1a. Full Name of Party Filing Responsive Statement of Position
Retail, Wholesale and Department Store Union

1c. Business Phone	1d. Cell No.	1e. Fax No.	1f. E-Mail Address
205-322-7462		205-322-8447	jbrewer@rwdsumidsouth.org

1b. Address (Street and Number, City, State and ZIP Code)
1901 10th Avenue South, Birmingham, AL 35205

2. Identify all issues raised in the other party's Statement of Position that you dispute and describe the basis of your dispute:

a. EMPLOYER NAME/IDENTITY [Box 1a of Statement of Position Form NLRB-505 and Questionnaire on Commerce Information]

☒ No Dispute (no further response required) ☐ Dispute (response required below)

Response to Statement of Position:

b. JURISDICTION [Box 2 of Statement of Position Form NLRB-505 and Questionnaire on Commerce Information]

☒ No Dispute (no further response required) ☐ Dispute (response required below)

Response to Statement of Position:

c. APPROPRIATENESS OF UNIT [Boxes 3, 3a and 3b of Statement of Position Form NLRB-505]

☐ No Dispute (no further response required) ☒ Dispute (response required below)

Response to Statement of Position:
See Attachment 1.

d. INDIVIDUAL ELIGIBILITY [Box 4 of Statement of Position Form NLRB-505]

☐ No Dispute (no further response required) ☒ Dispute (response required below)

Response to Statement of Position:
See Attachment 1.

e. BARS TO ELECTION [Box 5 of Statement of Position Form NLRB-505]

☒ No Dispute (no further response required) ☐ Dispute (response required below)

Response to Statement of Position:

f. ALL OTHER ISSUES [Box 6 of Statement of Position Form NLRB-505]

☐ No Dispute (no further response required) ☒ Dispute (response required below)

Response to Statement of Position:
There is no dispute regarding the showing of interest. The Region has determined that the showing of interest is valid and it is a non-litigable issue.

g. ELECTION DETAILS [Boxes 8a, 8b, 8c, 8d, 8e, 8f, and 8g of Statement of Position Form NLRB-505]

☐ No Dispute (no further response required) ☒ Dispute (response required below)

Response to Statement of Position:
No later than 21 days after stipulated election agreement or direction of election; mail ballot

Full Name and Title of Authorized Representative	Signature of Authorized Representative	Date
George N. Davies		12/15/2020

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. Section 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation proceedings. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. 74942-43 (December 13, 2006). The NLRB will further explain these uses upon request. Failure to supply the information requested by this form may preclude you from litigating issues under 102.66(d) of the Board's Rules and Regulations and may cause the NLRB to refuse to further process a representation case or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

AMAZON.COM SERVICES, LLC

10-RC-269250

RWDSU RESPONSIVE STATEMENT OF POSITION

ATTACHMENT 1

2.c. Appropriateness of Unit

The Union's position is that in addition to the exclusions set forth in the petition, the following employee classifications should be excluded from the petitioned for unit to make it an appropriate unit based on community of interest factors and NLRB standards:

Amnesty Trainer
AR Quarterback
Date Analyst
Dock Clerk
Haz Waste Coordinator
Lead Fulfillment Associate
Learning Coordinator
Learning Trainer
Material Handler
Onsite Medical Representative
PIT Trainer
PN Associate
Process Associate
Sortation Associate
Trainer
WHS Specialist

In addition, the Union's disagrees with the Employer that the Transportation Operations Management (TOM) Department should be included in the unit, including the positions of:

Transportation Associate
Interim TA
TOM Support Specialist
Field Transportation Lead

The Union submits that these classifications should be excluded from the petitioned for unit.

The Union also disagrees with the Employer's position that seasonal employees should be included in the unit, including the following classifications or any other seasonal classifications the employer seeks to add:

Seasonal Fulfillment Associate
Seasonal Process Assistant
Seasonal Safety Coordinator
Seasonal Learning Trainer
Warehouse Associate (temp)

The Union submits that all seasonal employees should be excluded from the petitioned for unit.

The Union agrees that the classification of loss prevention specialist should be excluded from the unit.

In addition, the Union submits that it's petitioned for unit which excludes "clerical" among other classifications includes both office and plant clericals. The Union also submits that confidential employees should be excluded from the petitioned for unit.

2.d. Individual Eligibility

The Union also submits that any irregularly employed or casual part-time employee who has worked only irregularly pursuant to the Board's test for determining a regular part-time employee (whether an employee has worked an average of four hours or more per week in the last quarter prior to the eligibility date) should be excluded from the unit.

CERTIFICATE OF SERVICE

I hereby certify that a copy of the Union's Responsive Statement of Position and corresponding attachment in Case No. 10-RC-269250, was filed today, December 15, 2020, using the NLRB's e-filing system and was served by email upon the following:

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/s/George N. Davies
George N. Davies