

From: Fava, Andrea <afava@amazon.com>
Sent: Thursday, March 07, 2019 11:46 AM EST
To: Katie Cristol <kcristol@arlingtonva.us>
CC: Mason Kushnir <mkushnir@arlingtonva.us>; Ruff, Emi <emiruff@amazon.com>
Subject: Re: Update on meeting with trade unions

Perfect.Â

Sent from my iPhone

On Mar 7, 2019, at 11:38 AM, Katie Cristol <kcristol@arlingtonva.us> wrote:

Absolutely - that would be great, Andrea. Thank you!Â

I should be back from a lunch meeting at 2:30 - can we do 2:30 to 3?Â

best,

KatieÂ

On Mar 7, 2019, at 10:32 AM, Fava, Andrea <afava@amazon.com> wrote:

Thanks, Katie. Is it helpful to speak for a few minutes?

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(Iâ\200\231m in between meetings at the County offices today from about 2:00-3:30 if that happens to be convenient).

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Very best,

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Andrea

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Andrea Fava | Public Policy Director
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From: Katie Cristol [mailto:kcristol@arlingtonva.us]

Sent: Wednesday, March 06, 2019 12:00 PM

To: Fava, Andrea <afava@amazon.com>

Subject: Re: Update on meeting with trade unions

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Hi, Andrea,Â

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Thank you so much for this interim note - I really appreciate the communication.

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Iâ\200\231ve had the opportunity to talk with Stephen, as well as with Andy about the draft
â\200\234principlesâ\200\235 approach... and as you all head into that meeting on Friday,
I want to urge you and your team again towards a Project Labor Agreement or, more
realistic for the hearing on the 16th, a Memorandum of Understanding to reach a PLA. Â Â

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Having sat with you, John and Brian on these issues, I know how sincere a statement of inte
ntions and principles from Amazon around wages; prevention of wage theft and other illegal
practices; local hiring, etc. would be.Â

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But it would lack the enforceability and, importantly, the partnership and joint commitments from the labor community, of a PLA (or of the contracts and agreements under which you all have developed in Seattle), so it won't be sufficient in heading off the very negative attention and community perception problems that I anticipate we are, currently, all headed for at the County Board hearing on the 16th. More importantly, it would be substantively short of our shared goal to truly use Amazon's arrival to lift up working members of our community.

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I very much hope you all can use Friday's meeting to get back on track with a PLA or at least an MOU/path to developing a PLA. I'm looking forward to seeing you and Holly on Monday morning, too, so I can emphasize this point in person, then, but wanted to share thoughts before Friday's conversation, too. Â

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Thanks, Andrea.Â

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KatieÂ

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All correspondence, including email, sent to and from Arlington County Board members is subject to the public record laws of the Commonwealth of Virginia and may be subject to mandatory disclosure.

On Mar 6, 2019, at 8:38 AM, Fava, Andrea <afava@amazon.com> wrote:

Dear Katie,

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I wanted to let you know that weâ\200\231ve now scheduled a follow-up meeting for this Friday to dive deeper with representatives from the building trades, including Stephen. Weâ\200\231ll continue to keep you updated on those discussions.

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Very best,

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Andrea

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