

**From:** Victor Hoskins  
**Sent:** Thursday, March 07, 2019 10:21 AM EST  
**To:** Sullivan, Holly <hollyss@amazon.com>  
**Subject:** Re: Update on meeting with trade unions

Thank you.

Sent from my iPhone

On Mar 7, 2019, at 10:13 AM, Sullivan, Holly <[hollyss@amazon.com](mailto:hollyss@amazon.com)> wrote:

FYIO

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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](mailto:afava@amazon.com)>  
**Subject:** Re: Update on meeting with trade unions

Hi, Andrea,

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

I've had the opportunity to talk with Stephen, as well as with Andy about the draft "principles" 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.

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

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.

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.

Thanks, Andrea.

Katie

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

Dear Katie,

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

Very best,

Andrea

**Andrea Fava** | Public Policy Director | Amazon  
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