



Pennsylvania Conference of Teamsters

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LEGISLATIVE ACTION ALERT

William Hamilton, President & Eastern PA Legislative Coordinator – Carl Bailey, Secretary-Treasurer & Western PA Legislative Coordinator -Tim O'Neill, Consultant – Dan Grace, Trustee & Legislative Advisor – Tom Kohn Legal Advisor - Thomas Felice, Staff

NLRB will get the opportunity to overturn longstanding pro-management precedent

Amazon illegally resisted union drive in N.Y., NLRB judge rules

A National Labor Relations Board judge, Benjamin Green ruled in a case that tees up major potential changes to board precedent.

Amazon.com Inc. violated federal labor law as part of its efforts to resist unionization at two facilities in New York City. Amazon illegally threatened to withhold wage increases and improved benefits if workers elected a union, Administrative Law Judge Benjamin Green held Monday. The company also broke the law by removing a worker's post on a digital message board inviting his colleagues to sign a petition at a union tent to make Juneteenth a paid holiday, the judge found.

In the 1948 case of *Babcock v. Wilcox Co.*, the NLRB held that the then newly amended

National Labor Relations Act (NLRA) allowed employers to hold "compulsory audience" meetings. *Babcock v. Wilcox Co.*, 77 NLRB 577 (1948). In the 74 years since *Babcock v. Wilcox Co.*, the NLRB has repeatedly found these "captive audience" meetings to be permissible, and as such they have become a powerful tool for employers.

With this current case transferred to the NLRB to consider challenges to the judge's ruling, the board will get the opportunity to overturn longstanding pro-management precedent, including a 75-year-old decision allowing mandatory anti-union meetings convened by employers.

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Amazon.com Services, Inc.

