

# TOGETHER, WE WILL CHANGE ALPHABET



We want to see a world in which Alphabet respects human and labour rights across its global operations and supply chain.

This goal has never been more important than right now.

The company is an architect of the new world of work. It is an major incubator of innovations, and as a technology leader, it is a laboratory for new methods of communications and working.

Unfortunately, Alphabet is also a creator of inequalities, implicated in sexual harassment and oppression of sexual minorities and people of colour.

It is a place where many workers came to change the world—to make it more democratic—only to find Alphabet suppressing speech and cracking down on worker organizing while consolidating monopolistic power.

However, recent history shows that workers united can win and can make the company better.

Workers have forced Google to establish one of the first sets of AI principles. Workers made the company stop using forced arbitration, too often to cover up sexual harassment and other abuses.



Workers are demanding that the company stop arming law enforcement with surveillance technology unethically used against Black Lives Matter activists.

To build on these advancements and others, many Alphabet workers have started on a path to unionization and collective bargaining. Workers are building democratic organizations to represent their interests, to struggle collectively, to create a structural counterbalance to corporate power, and to build a movement of tech workers across the industry.

A just Alphabet has wide-ranging implications for our democracies and societies. That is why we are joining together to demand fundamental human rights for all workers in Alphabet operations, including the right to form or join a union and the right to bargain collectively.

To achieve this, we commit to:

- Share information, build a common strategy, and support each other's demands as well as our collective goals.
- Work side-by-side with other Alphabet and Google workers to build local organizations that reflect the values and interests of the employees.
- Fight for the rights of direct Alphabet employees as well as temporary, vendor and contract workers who work on Alphabet contracts, often in the same locations and performing the same duties as the Alphabet employees.
- Use our collective voice to call on NGOs, governments, stakeholders and investors to insist and enforce the rights of workers of Alphabet
- Call on other trade unions to join our struggle and support our movement for Alphabet and all tech workers.

Alphabet has long lost its commitment of "Don't be evil," but we haven't. Together, we will hold Alphabet accountable. Together, we will change Alphabet.

We are joining  
together to  
demand  
fundamental  
human rights for  
all workers in  
Alphabet  
operations.

