

OSHA

OSHA ONLINE WHISTLEBLOWER COMPLAINT FORM

Have you suffered an adverse employment action?

One selection is required

To have a valid complaint, you must allege that your employer took at least one adverse employment action against you. An action is "adverse" if it negatively affected your conditions of employment in any way (see examples below).

If yes, please list your most recent adverse employment action:

- ☒ **Termination / Layoff**
- ☐ **Discipline**
- ☐ **Demotion / Reduced Hours**
- ☐ **Suspension**
- ☐ **Denial of Benefits**
- ☐ **Failure to Promote**
- ☐ **Failure to Hire / Re-hire**
- ☐ **Negative Performance Evaluation**
- ☐ **Threat to Take any of the Above Actions**
- ☐ **Harrassment / Intimidation**
- ☐ **Other (please describe)**

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When did you suffer the most-recent adverse action?

Each whistleblower protection law that OSHA administers requires that complaints be filed within a certain number of days after the alleged adverse employment action. The time periods vary from 30 days to 180 days, depending on the specific law (statute) that applies. For example, Section 11(c) of the OSH Act, which covers workplace safety and health matters, requires that a complaint be filed within 30 days of the adverse employment actionadverse employment action. Under certain extenuating circumstances, however, OSHA may accept a complaint filed after the deadline has expired. [Review a summary of the filing deadlines that apply to each statute.](#)

Date of Most-Recent Adverse Employment Action Required - please enter mm/dd/yyyy)

* 2025-11-26

(If you cannot remember the exact date, please enter the approximate date.)

Why do you believe you suffered the adverse employment action(s)? (at least one required)

Please check all that apply:

[Filing Requirements](#)

- ☒ **Called / Filed complaint with OSHA**
- ☐ **Called / Filed complaint with another government agency**
- ☒ **Complained to management about unlawful conditions, conduct, or practices**
- ☐ **Testified or provided statement in a proceeding (e.g., government inspection or investigation)**
- ☒ **Because you engaged in protected concerted activities regarding workplace safety and/or health activities**
- ☐ **Reported an injury, illness, or accident**
- ☐ **Participated in safety and health activities**
- ☒ **Refusing to perform a task the employee believes is dangerous or illegal**
- ☒ **Other (please describe below)**

Why do you believe you suffered adverse employment action(s)?

Amazon retaliated against me for reporting OSHA violations, through escalating discipline leading to termination. PPE Violations: Amazon requires RME techs to purchase mandatory arc-rated PPE through Zappos and seek partial reimbursement, violating 29 CFR 1910.132(h), which requires employer-provided PPE at no cost. Amazon only provides 12 Cal/cm² PPE while directing work on 480V 3-phase equipment that can require much higher protection under NFPA 70E.

Pretextual LOTO Charge: On Oct 8, 2025 I was accused of a "Category 1 LOTO violation," even though I followed Amazon's own jam-clearing procedure that states LOTO is not required. My training materials directly contradict the allegation. I received a Final Written Warning on Oct 13, which was retaliatory.

Code Freeze Conflict: On Oct 7, 2025 I was criticized for not completing auto-generated PMs during a Code Freeze, even though those work orders violated freeze rules. Internal AI tools (Amazon Q and Cedric) confirmed it was a policy/system issue, not technician error, yet management disciplined me anyway.

Retaliation Timeline: July 24, 2025 I filed an OSHA complaint. On Aug 6 the OSHA investigator (Maria Colon) closed the case saying no retaliation "yet." Two days later, on Aug 8, Amazon issued my first coaching. On Oct 10 I contacted Maria again with follow-up evidence. After that, retaliation escalated: LOTO allegation (Oct 8), Final Warning (Oct 13), paid leave (Nov 15), termination (Nov 25).

My termination letter falsely claimed I was “unreachable,” which is disproven by my communication records. I have extensive documentation supporting this timeline and the retaliatory motive.

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Is there anything else that you would like OSHA to know about what happened?

Amazon’s actions show a pattern of retaliation masked as safety enforcement. Amazon requires RME techs to purchase mandatory arc-rated PPE through Zappos and seek partial reimbursement, violating 29 CFR 1910.132(h), which requires employer-provided PPE at no cost. At the same time, Amazon only provides 12 Cal/cm² PPE while directing work on 480V equipment that can require far higher protection under NFPA 70E.

The Oct 8, 2025 “Category 1 LOTO violation” was pretext. I followed Amazon’s own jam-clearing procedure that states LOTO is not required; my training materials confirm this. The Final Written Warning issued Oct 13 was retaliatory.

On Oct 7, 2025, I was criticized for not completing auto-generated PMs during a Code Freeze, even though those work orders violated freeze rules. Internal AI tools (Amazon Q and Cedric) characterized this as a policy/system issue, not technician error, but management disciplined me anyway.

After my July 2025 OSHA complaint and initial call with investigator Maria Colon (who told me to report any retaliation), Amazon issued a coaching on Aug 8. On Oct 10, 2025, I contacted OSHA again and left a voicemail reporting retaliation and identifying additional documentation about Amazon’s PPE and safety practices. On Oct 15, 2025, I also opened an internal ethics case with Amazon Ethics (Catherine Chiang) regarding retaliation and safety concerns. Despite this, retaliation escalated: LOTO allegation (Oct 8), Final Written Warning (Oct 13), paid administrative leave (Nov 15), and termination (Nov 25).

My termination letter falsely claims I was “unreachable,” which my communication records disprove. I have extensive documentation—call logs, emails, voicemails, Slack messages, training materials, safety reports, internal AI analysis, and ethics case records—showing Amazon retaliated after I reported OSHA violations and followed up with both OSHA and internal Ethics.

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When you suffered the adverse action, who did you work for?

Company Name * Amazon, Inc.

Is this a private or public sector employer? (Required)

☒ **Private**

☐ **Public**

When you suffered the adverse employment action, where was your worksite?

(e.g., home office; official duty station; dispatch; home terminal)

Worksite Address when Alleged Retaliation Occurred (Street, City, State, Zip):

Street: 8727 Harney Road

State: * Florida

City: Temple Terrace

Zip: 33637

☐ **Location on Federal or Military Base**

What is the name of the person who issued the adverse employment action(s), title or position, and contact information?

No individual was identified in my termination notification. The termination email came from a generic Amazon no-reply address with no name or title listed. Throughout the disciplinary process I interacted with the following individuals involved in the investigation and employment decisions:

- Tori – RME Site Manager (North Florida FC)
- Anthony [Last Name Unknown] – RME Leadership
- Jon [Last Name Unknown] – RME Manager
- HR Team – no individuals identified by name on written documents
- WHS – participated verbally but did not sign any documentation

Because Amazon did not provide a decision-maker's name, I cannot identify the specific person who issued the adverse action. All communication leading up to the termination lacked signatures, names, or direct contacts.

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What reason(s) did your employer give for the adverse action(s)?

Amazon did not provide a clear reason for the adverse actions. The termination email did not state a cause or cite any policy violation. The only statement included was that I was “unreachable/unavailable,” which is false and contradicted by my phone and email records. Prior discipline was similarly vague or pretextual, including:

- A fabricated “Category 1 LOTO violation” despite following Amazon’s own no-LOTO-required procedure
- A Code Freeze reprimand based on auto-generated work orders that violated freeze rules

These explanations shifted over time and did not match facts, indicating the reasons provided were pretextual and not the actual motive for termination.

675 / 1000

How can OSHA contact your employer?

Employer Name (if different from "Company Name" above): Amazon, Inc.

Name and Title of Management Person (*for contact purposes only*)

Name:

Luke

Seely

Title: RME Area Manager

Phone: 813-447-4224

Ext

Name and Title of Your Supervisor:

Name:

Jon

Templeton

Employer Mailing Address (*if different from worksite address, i.e., Corporate or Headquarters, etc.*):

Street: 410 Terry Avenue North

State: Washington

City: SEATTLE

Zip: 98109

Employer Phone: 206-266-1000

Alt Phone: 609-786-0517

Employer Fax:

Alt Fax:

Employer Email: er@amazon.com

Type of Business: E-commerce fulfillment and warehouse operations

How can OSHA contact you?

Please complete all required fields

Name (Required):

* Ethan

R

* Womack

Mailing Address (Street, City, State, Zip) **(Required)**:

Street: * 1543 Arrow Head Trl

State: * Texas

City: * Kingsland

Zip: * 78639

Telephone Numbers (include area code) **(at least one required)**:

Home: 352-806-2412

Work: 478-317-0962

Ext

Cell: 352-806-2412

☐ **No Telephone Available**

Email Address (Required): 47loginslater@gmail.com

Confirm Email Address (Required) 47loginslater@gmail.com

Other Contact Person?

Name:

Phone:

Preferred Method of Contact: Phone

Preferred Time of Contact: Morning

Do you require the use of a translation service to speak with an OSHA Representative?

☐ **Yes (specify language)**

☒ **No**

Designated Representative

Do you have an authorized / designated representative (e.g., attorney, shop steward)?

☒ No

☐ Yes

Are you an authorized / designated representative (e.g., attorney, shop steward) that is filing on behalf of an employee?

☒ No

☐ Yes

If yes for either, please provide contact information for the authorized/designated representative:

Name:

Title:

Organization Name (if any):

Union Affiliation (if any):

Address (Street, State, City, Zip Code):

Street:

State: Select one...

City:

Zip:

Phone (day):

Ext

Email:

☐

By checking this box, I certify that the named employee has authorized me to act as their representative for purposes of this complaint.

Submission

Please review the information you have entered to ensure that it is accurate. You may change any answers as needed before submitting the form.

NOTE: It is unlawful to make any materially false, fictitious, or fraudulent statement to an agency of the United States. Violations can be punished by a fine or by imprisonment of not more than five years, or by both. See 18 U.S.C. 1001(a); 29 U.S.C. 666(g).

By clicking SUBMIT below, you certify that the information in this complaint is true and correct to the best of your knowledge and belief. Please click "Submit" only once. Remember that you cannot file a whistleblower complaint with OSHA anonymously. If you file a complaint, OSHA will contact you to discuss your complaint. If OSHA proceeds with an investigation, the employer will be notified of your complaint.

Filing a complaint with OSHA does not preclude you from filing a complaint with another government or regulatory agency, i.e., WHD, NLRB, OSC, EEOC, etc.

All services are free, whether you are documented or not. Please remember that your employer cannot terminate you or in any other manner retaliate against you for filing a complaint with OSHA, or any other government or regulatory agency.

SUBMIT your complaint to OSHA

[Cancel, Return to **www.whistleblowers.gov**](#)

We suggest that you print and save this page for your records.

Print this Complaint

Complaint Received!

Thank you! As of December 10, 2025 05:15 PM Eastern Time, you have filed a whistleblower retaliation complaint with OSHA using our online filing system.

Your complaint submission reference number is: ECN128132

No further action is necessary at this time. An OSHA representative will contact you using the contact information that you provided in your complaint.

It is very important that you respond to OSHA's follow-up contact.

We appreciate the opportunity to be of service to you.

Please save the confirmation email or the ECN number above for future reference.

How Did You Find Us?

How did you learn about OSHA's Whistleblower Protection Programs? (Please click all that apply)

DOL's website (www.dol.gov)

OSHA's website (www.osha.gov)

OSHA Employee

Referred by another agency or organization

Union

Coworker

Friend or Relative

Search engine (e.g., Google)

News article

Conference or Industry event

Other

Submit

PRIVACY ACT STATEMENT

PAPERWORK REDUCTION ACT STATEMENT

OSHA 8-60.1. (Rev.10/22).

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U.S. DEPARTMENT OF LABOR

Occupational Safety and Health Administration

200 Constitution Ave NW

Washington, DC 20210

 [1-800-321-OSHA](tel:1-800-321-OSHA)

[1-800-321-6742](tel:1-800-321-6742)

www.osha.gov

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