

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
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** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: A RESOLUTION expressing the Seattle City Council’s support for workers at Starbucks in Seattle who are attempting to form a union, and urging Starbucks to accept card check neutrality.

Summary and Background of the Legislation:

This resolution expresses the Seattle City Council’s support for workers at Starbucks in Seattle who are attempting to form a union, and urges Starbucks to accept card check neutrality.

In December 2021, workers employed at two Starbucks locations in Buffalo, NY, successfully voted to unionize into Starbucks Workers United, an affiliate of the Service Employees International Union (SEIU), and are currently fighting for a first contract

Since then, Starbucks workers at three locations in Seattle, in addition to other locations around the country have begun attempting to unionize as well.

Starbucks executives are notorious for opposing the unionization of their workforce, employing tactics that workers have described as “union busting.” On October 13, 2021, WIVB, the CBS affiliate in Buffalo, NY, reported that Starbucks “closed two of its Buffalo-area stores that are attempting to become the first locations in the country to unionize.” On October 29, 2021, CNBC reported that the National Labor Relations Board ruled in favor of Starbucks Workers United, when Starbucks attempted to prohibit individual stores from holding unionization votes. On November 21, 2021, Bloomberg reported that “Pro-union employees have alleged that in recent weeks Starbucks deployed out-of-town managers to visit their stores and try to dissuade them from unionizing. The employees said they were pressured to attend meetings in which company representatives warned that organizing could lead to the loss of some benefits

Baristas working at the Starbucks located at 101 Broadway East in Seattle’s Capitol Hill have reported that they and their coworkers are attempting to organize into the union, Starbucks Workers United, and have requested support from elected officials to demand Starbucks “let the workers freely decide without any interference, threats, or intimidation.”

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? Yes No

If yes, please fill out the table below and attach a new (if creating a project) or marked-up (if amending) CIP Page to the Council Bill. Please include the spending plan as part of the attached CIP Page. If no, please delete the table.

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget?

___ Yes X No

If there are no changes to appropriations, revenues, or positions, please delete the table below.

Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

If so, describe the nature of the impacts. This could include increased operating and maintenance costs, for example.

No

Are there financial costs or other impacts of *not* implementing the legislation?

Estimate the costs to the City of not implementing the legislation, including estimated costs to maintain or expand an existing facility or the cost avoidance due to replacement of an existing facility, potential conflicts with regulatory requirements, or other potential costs or consequences.

No

If there are no changes to appropriations, revenues, or positions, please delete sections 3.a., 3.b., and 3.c. and answer the questions in Section 4.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

If so, please list the affected department(s) and the nature of the impact (financial, operational, etc.).

No

b. Is a public hearing required for this legislation?

If yes, what public hearings have been held to date, and/or what public hearings are planned/required in the future?

No

c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

For example, legislation related to sale of surplus property, condemnation, or certain capital projects with private partners may require publication of notice. If you aren't sure, please check with your lawyer. If publication of notice is required, describe any steps taken to comply with that requirement.

No

d. Does this legislation affect a piece of property?

If yes, and if a map or other visual representation of the property is not already included as an exhibit or attachment to the legislation itself, then you must include a map and/or other visual representation of the property and its location as an attachment to the fiscal note. Place a note on the map attached to the fiscal note that indicates the map is intended for illustrative or informational purposes only and is not intended to modify anything in the legislation.

No

e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?

If yes, please explain how this legislation may impact vulnerable or historically disadvantaged communities. Using the racial equity toolkit is one way to help determine the legislation's impact on certain communities. If any aspect of the legislation involves communication or outreach to the public, please describe the plan for communicating with non-English speakers.

Unionization gives workers more power to negotiate a contract with decent wages, benefits, and working conditions.

f. Climate Change Implications

1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?

Please provide a qualitative response, considering net impacts. Are there potential carbon emissions impacts of not implementing the proposed legislation? Discuss any potential intersections of carbon emissions impacts and race and social justice impacts, if not previously described in Section 4.e.

No

2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.

Describe the potential climate resiliency impacts of implementing or not implementing the proposed legislation. Discuss any potential intersections of climate resiliency and race and social justice impacts, if not previously described in Section 4e.

No

g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)?

This answer should highlight measurable outputs and outcomes.

N/A

Summary Attachments: