

CITY OF SEATTLE

RESOLUTION 32041

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.

WHEREAS, union representation has important benefits for workers, particularly for workers of color, including better pay, benefits, working conditions, and job security. The Union Members - 2020 report released by the U.S. Bureau of Labor Statistics on January 22, 2021, found that in 2020 “[n]onunion workers had median weekly earnings that were 84 percent of earnings for workers who were union members”; and

WHEREAS, on December 6, 2021, *Bloomberg* reported that U.S. corporations are amassing record profits, explaining that “third-quarter after-tax corporate profits from current production amounted to 11% of gross domestic product, ... more profits in the three months ended in September than ever before. Not just in dollar terms—something that happens frequently—but as a share of the economy”; and

WHEREAS, on October 28, 2021, Starbucks issued a press release claiming “Record Q4 and Full Year Fiscal 2021 Results,” and “Consolidated net revenues of \$29.1 billion increased 24% (21% on a 52-week basis) from the prior year”; and

WHEREAS, on September 2, 2021, Gallup reported 68 percent of adults in the U.S. support labor unions, the highest approval rate since 1965, and 77 percent of young adults (18- to 34-year-olds) support unions; and

WHEREAS, in December 2021, workers employed at two Starbucks locations in Buffalo, New York, successfully voted to unionize into Starbucks Workers United, an affiliate of the

1 Service Employees International Union (SEIU), and are currently fighting for a first
2 contract; and

3 WHEREAS, Starbucks executives are notorious for opposing the unionization of their
4 workforce, employing tactics that workers have described as “union busting”; and

5 WHEREAS, on October 13, 2021, WIVB, the CBS affiliate in Buffalo, New York, reported that
6 Starbucks “closed two of its Buffalo-area stores that are attempting to become the first
7 locations in the country to unionize”; and

8 WHEREAS, on October 29, 2021, CNBC reported that the National Labor Relations Board ruled
9 in favor of Starbucks Workers United, when Starbucks attempted to prohibit individual
10 stores from holding unionization votes; and

11 WHEREAS, on November 4, 2021, *Bloomberg* reported that “Pro-union employees have alleged
12 that in recent weeks Starbucks deployed out-of-town managers to visit their stores and try
13 to dissuade them from unionizing. The employees said they were pressured to attend
14 meetings in which company representatives warned that organizing could lead to the loss
15 of some benefits”; and

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

21 WHEREAS, thousands of Washington Starbucks baristas and industry adjacent workers are
22 already organized into unions and represented by Unite HERE 8, Teamsters 117, and
23 UFCW 21. These workers stand in solidarity with their siblings in their effort to join

1 them in the labor movement to have a voice on the job and wages and benefits governed
2 by a collective bargaining agreement; and

3 WHEREAS, Seattle Starbucks workers are demanding a voice in their workplace and a seat at
4 the table to negotiate wages, benefits, and working conditions, health and safety
5 protections, adequate staffing, seniority pay, and a living wage; NOW, THEREFORE,

6 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE THAT:**

7 Section 1. The Seattle City Council supports Starbucks workers who are organizing to
8 form a union in Seattle. The Seattle City Council believes that this unionization drive will benefit
9 not only Starbucks workers, but all workers in Seattle.

10 Section 2. The Seattle City Council urges Starbucks to do the same and accept card check
11 neutrality and allow their workforce to discuss unionization free from threats, intimidation, anti-
12 union propaganda, and lawsuits. If Starbucks workers in Seattle unionize, the Seattle City
13 Council urges Starbucks to bargain a fair contract such that the workers can have good standards
14 of living and the company's overwhelming wealth does not flow just to the top executives and
15 shareholders.

16 Section 3. The Seattle City Council recommends all workers in Seattle organize into
17 unions to collectively fight for better wages, benefits, and working conditions.

1 Adopted by the City Council the 8th day of _____ February, 2022,
2 and signed by me in open session in authentication of its adoption this 8th day of
3 _____ February, 2022.

4 Debara Juarez
5 President _____ of the City Council

6 Filed by me this 8th day of February, 2022.

7 Monica M. Simmons
8 Monica Martinez Simmons, City Clerk

9 (Seal)