



CITY OF BOSTON IN CITY COUNCIL

RESOLUTION CONDEMNING UNION-BUSTING AND UNFAIR LABOR PRACTICES OF THE STARBUCKS CORPORATION

- WHEREAS*, On April 27, 2022, the Boston City Council unanimously adopted a resolution expressing support for Starbucks workers unionizing in our community and called upon Starbucks to renounce its anti-union tactics, agree to fair election principles, negotiate in good faith, and work with its unionized workers; *and*
- WHEREAS*, On July 18, 2022, unionized workers of the Starbucks store near Boston University located at 874 Commonwealth Avenue in Brookline went on strike, exercising their rights to engage in concerted activity protected under federal law by the National Labor Relations Act; *and*
- WHEREAS*, The 874 Commonwealth Avenue baristas are among several groups of Boston-area workers who voted in union elections to be represented by Workers United, an affiliate of the Service Employees International Union, part of a larger national movement of Starbucks workers organizing in the workplace; *and*
- WHEREAS*, Starbucks partners at 874 Commonwealth Avenue, as well as baristas locally and nationally, allege that upon unionization they have been subject to unfair labor practices including understaffing and underscheduling, restrictive policies such as availability requirements, denial of benefits, changes in operations, threats of discipline or termination, and hostile work environments; *and*
- WHEREAS*, Starbucks baristas are among the service industry's essential workers, serving members of the public despite work conditions impacted by workforce shortages and shifting public health safety measures throughout the COVID-19 pandemic, and they deserve to have a voice on the job and a seat at the table to negotiate wages, benefits, and working conditions; *and*
- WHEREAS*, Upon increased national unionization efforts, it has been widely reported that Starbucks baristas involved in organizing have been subject to intensified union-busting and anti-union misinformation; *and*
- WHEREAS*, The National Labor Relations Board has charged Starbucks with over 200 unfair labor practice violations nationally; *and*
- WHEREAS*, In response, baristas across the country have launched over fifty similar strikes since January 2022, such as a one-day strike in May at the Cleveland Circle Starbucks in Brighton due to a water leak creating an unsafe and unhealthy work environment; *and*

- WHEREAS,* According to Starbucks Workers United, the strike at the 874 Commonwealth Avenue store is the first indefinite strike of a unionized Starbucks, followed by four additional unionized stores in the Greater Boston and Worcester areas launching seven-day strikes, as more workers condemn the Starbucks Corporation's rollout of national employee benefits largely excluding workers at unionized locations; *and*
- WHEREAS,* On July 23, 2022, the Starbucks Corporation posted a statement on its anti-union website, "One Starbucks," titled "Get the Facts: The Strike at 874 Commonwealth (Boston)," which expressed the company's intention to "[exercise] its legal right to continue operating 874 Commonwealth while any workers remain on strike" within its "right to hire permanent replacements for striking workers"; *and*
- WHEREAS,* The Starbucks Corporation's message on "One Starbucks" seeks to establish the 874 Commonwealth Avenue strike as an economic strike, despite the workers' clear indication that the strike pertains to unfair labor practices and conditions, which workers believe is a clear attempt to intimidate them; *and*
- WHEREAS,* The use of strikebreakers, non-union persons hired to cross the picket line and replace striking workers, has historically undermined efforts of organized workers calling for improved working conditions and for their employer to bargain in good faith; *NOW THEREFORE BE IT*
- RESOLVED:* That the Boston City Council, in meeting assembled, condemns the union-busting and unfair labor practices of the Starbucks Corporation, including any use of strikebreakers.

In City Council August 10, 2022