

1 [Supporting Workers at Starbucks in San Francisco Attempting to Form a Union and Urging  
2 Starbucks to Accept Card Check Neutrality]

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3 **Resolution supporting workers at Starbucks in San Francisco who are attempting to**  
4 **form a union and urging Starbucks to accept card check neutrality and allow their**  
5 **workforce to discuss unionization free from threats, intimidation, anti-union**  
6 **propaganda, and lawsuits.**

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

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

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

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

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1           WHEREAS, In December 2021, workers employed at two Starbucks locations in  
2 Buffalo, NY, successfully voted to unionize into Starbucks Workers United, a Workers United  
3 affiliate, and are currently fighting for a first contract; and

4           WHEREAS, Starbucks executives are notorious for undermining the unionization of  
5 their workforce, employing tactics that workers have described as "union busting;" and

6           WHEREAS, On October 13, 2021, WIVB, the CBS affiliate in Buffalo, NY, reported that  
7 Starbucks "closed two of its Buffalo-area stores that are attempting to become the first  
8 locations in the country to unionize;" and

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

12           WHEREAS, On November 21, 2021, Bloomberg reported that "Pro-union employees  
13 have alleged that in recent weeks Starbucks deployed out-of-town managers to visit their  
14 stores and try to dissuade them from unionizing. The employees said they were pressured to  
15 attend meetings in which company representatives warned that organizing could lead to the  
16 loss of some benefits;" and

17           WHEREAS, The City and County of San Francisco, following the law in the State of  
18 California, is committed to remaining neutral in the event of an organizing drive amongst its  
19 employees and to recognizing the union of its employees' choice, as expressed by a simple  
20 majority signing a union card; and

21           WHEREAS, This card check neutrality means that these employees have a legally  
22 protected right to discuss unionization free from threats, intimidation, anti-union propaganda,  
23 anti-union meetings and lawsuits; and

24           WHEREAS, Workers at a growing number of San Francisco Starbucks Coffee stores  
25 have reported that they are attempting to organize into the union Starbucks Workers United,

1 and have requested support from elected officials to demand Starbucks "let the workers freely  
2 decide without any interference, threats or intimidation;" and

3 WHEREAS, On April 20, 2021, the San Francisco Board of Supervisors passed a  
4 Resolution supporting California fast food workers' efforts to improve the conditions in their  
5 industry by winning a seat at the table through AB 257, the FAST Recovery Act; now,  
6 therefore, be it

7 RESOLVED, That the City and County of San Francisco supports Starbucks workers  
8 who are organizing to form a union in San Francisco; the San Francisco Board of Supervisors  
9 believe that this unionization drive will benefit not only Starbucks workers, but all workers in  
10 San Francisco; and, be it

11 FURTHER RESOLVED, That the San Francisco Board of Supervisors, noting that the  
12 City and County of San Francisco practices union-friendly policies in employment matters,  
13 urges Starbucks to do the same and accept card check neutrality and allow their workforce to  
14 discuss unionization free from threats, intimidation, anti-union propaganda, and lawsuits; and,  
15 be it

16 FURTHER RESOLVED, That in the event that Starbucks workers in San Francisco  
17 unionize, the San Francisco Board of Supervisors urges Starbucks to bargain a fair contract  
18 such that the workers can have good standards of living and the company's overwhelming  
19 wealth does not flow just to the top executives and shareholders; and, be it

20 FURTHER RESOLVED, That the San Francisco Board of Supervisors supports  
21 organizing efforts by workers across the food service industry to win a seat at the table from  
22 union drives to the passage of statewide legislation like AB 257, the FAST Recovery Act; and,  
23 be it

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1            FURTHER RESOLVED, That the San Francisco Board of Supervisors recommends all  
2 workers in San Francisco organize into unions to collectively fight for better wages, benefits,  
3 and working conditions.

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