

**Resolution for support Starbucks Workers United Organizing Committee (SWUOC) by UUP
Buffalo HSC**

WHEREAS, Starbucks (SBUX) is a company that dictates every aspect of its employees work life, pay, benefits, and working conditions. Starbucks is a company that is more concerned with profits than its employees' well-being; and

WHEREAS, Starbucks's working conditions are known to be controlling. Starbucks has consistently made decisions for the sake of saving money despite knowing that these decisions jeopardize workers' health and safety; and

WHEREAS, Starbucks employees work hard, especially as front liners during the pandemic keeping many of their locations open despite COVID19 risks. Their hard work makes the company among the most profitable (2020 ~ \$20B in revenues and ~\$2B in cash profits) in the world restaurant industry sectors while employees have to earn eligibility for their benefits; and

WHEREAS, A union would enable workers to come together to use their collective power to negotiate workplace improvements with their employer; and

WHEREAS, SWUOC has formed to help organize Starbucks workers and claims that Starbucks has used heavy-handed efforts the last two months to thwart the union organizing campaign. Such efforts have included, but are not limited to suddenly closing stores for unscheduled maintenance, flying in high-ranking Starbucks' executives to spend significant time in stores and requiring employees to participate in "listening" sessions conducted by executives to discuss the down-side of union organizing and to intimidate workers; and

WHEREAS, Nevertheless, the National Labor Relations Board (NLRB) has granted the SWUOC permission at three Buffalo-area Starbucks stores to hold store-by-store votes to unionize starting in November 2021 and votes are expected to be counted by NLRB on November 9, 2021; and

WHEREAS, If this effort is successful, Buffalo would be the nidus of the first 3 of 9,000 corporate-owned Starbucks stores in the United States to unionize; and

WHEREAS, UUP supports the right of workers to organize and form a union to collectively bargain better terms and conditions of employment; and

WHEREAS, the UUP Buffalo HSC Chapter has passed a resolution in support of worker organizing at Starbucks across New York State and requests UUP HQ to provide material support for such efforts; and

WHEREAS, The SWUOC is a group of Starbucks workers at WNY Starbucks stores dedicated to building a strong, effective, and democratic union; and

Whereas, at this time SWUOC has asked UUP Buffalo HSC to support their effort, show solidarity to their workers by wearing SWUOC gear, post lawn signs, attend rally's, show other forms of union solidarity and specifically do not boycott the stores.

NOW, THEREFORE, be it

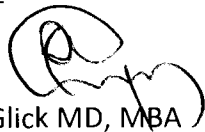
RESOLVED, that UUP Executive Board will hold an electronic vote on this resolution; and be it further

RESOLVED, that UUP Buffalo HSC will direct President Fred Kowal or his designee to contact the SWUOC and pledge our support for the Starbucks Labor Union with any other resources we can, including boots on the ground when called upon.

UUP Buffalo HSC vote: 9 in favor, 1 against and 1abstention: Motion Passes

Date: 12/9/2021

Sign by:



Philip L Glick MD, MBA

President of UUP Buffalo HSC

(Starbuck Workers United Resolution v4)