

## Join BARISTAS UNITED today!

Just fill out this form and send it off with your dues and initiation fee

\* Please tick as appropriate

Do you agree to study the aims and principles of the organisation? ☐

Do you agree to abide by the constitution of the union? ☐

Surname \_\_\_\_\_

Forename \_\_\_\_\_

Address \_\_\_\_\_

Post Code \_\_\_\_\_

Phone \_\_\_\_\_

E-Mail \_\_\_\_\_

Shop \_\_\_\_\_

Signed \_\_\_\_\_

Date \_\_\_\_\_



### Please Note:

- 1) It is our policy not to enter into agreements with employers for deductions of dues from wages, nor will any details of your membership be shared with anyone outside the union.
- 2) Please make cheques or postal orders payable to 'IWW'.
- 3) You can also pay your dues by standing order. Ask us for a form.
- 4) If you are able to receive internal bulletins by e-mail, please advise us and include your e-mail address.

Dues: £ \_\_\_\_\_ Donations: £ \_\_\_\_\_ Total Paid: £ \_\_\_\_\_

Once completed, please post this form along with your cheque/postal order to:

**Baristas United - IWW, PO Box 7903, Leicester LE3 0WT**

**Or phone us on 07981 433 637**

**Dues are paid according to earnings. Please remember to pay the equivalent of one month's dues as your initiation fee. This is to help cover the cost of the material you will be provided with on joining. For example, to join and pay three month's dues, please send the equivalent of four month's dues, the first will cover your initiation fee.**

### Monthly Income

Up to £650 before tax  
£651 to £1200 before tax  
More than £1200 before tax

### Monthly Dues

£1.10  
£3.30  
£8.25

# BARISTAS UNITED

## Bulletin

Industrial Workers of the World - Coffee Shop Workers' Union News and Info

Winter 2006

## STARBUCKS WORKERS GET A PAY RISE!

**"That's the first I've heard of it," you say. OK, well how about this - Starbucks workers in branches organised by the IWW get a pay rise! That's right, baristas with our union in the US have managed to swing a pay rise out of tightwad Starbucks!**

October 12, 2006, New York. After a summer spent highlighting the poverty wage at the world's largest coffee chain, the IWW Starbucks Workers

Union has won a wage increase from the company. The pay rise will benefit Starbucks baristas in New York and Chicago, where the IWW has organised shops so far.

In Chicago, starting pay for baristas has increased from \$7.50 per hour to \$7.80. After six months, Chicago baristas will make \$8.58 per hour if they receive a favourable performance review.

In New York City, baristas will make \$9.63 per hour after six months on the job and a favourable performance review. Senior baristas will receive only a ten-cent raise to discourage long-term employment at Starbucks.

"We fought hard and this is a great union victory but there's still a ways to go," says Isis Saenz, an IWW member and Starbucks barista in New York. "It's great to have more money to try and make ends meet," said Christine



Morin, an IWW member and Starbucks barista in Chicago.

### Union Benefits Baristas

In New York City, union activity over the past two years has raised the wage of many baristas by almost 25%. IWW baristas have successfully fought for improved scheduling and in-shop safety (see story inside).

Without the union, baristas got nothing but the dregs they were offered. By joining together, we have the power to improve the job. Join us!

Whether you work at Starbucks, Caffè Nero, Costa Coffee, Coffee Republic or whichever coffee shop, you too can benefit from joining Baristas United, the coffee shop workers union of the IWW.

### COSTA PROFITS UP

Whitbread, owners of Costa Coffee, claim their 20% increase in profits is boosted by good results from Costa Coffee, where sales are up by 21%. The company has taken pre-tax profits of nearly £110 million in six months.

**And those who did the work that made the profits, what's your share? Don't ask - you'll have to organise to get it!**

## GET ORGANISED!

*You'll make a better life with the union than you ever could without one*

Baristas United is part of the Shop Workers Industrial Union of the Industrial Workers of the World (IWW). The IWW union is controlled directly by its members and fights for better conditions for working people.

It is a fact that today, most coffee shop workers are unorganised. Wages and conditions may vary from company to company and from shop to shop, but whatever the set up, baristas are all subject to the whims of company strategies that seek to reap maximum profits from the labour of coffee shop workers, while generally paying poor wages to the baristas who make those profits possible.

The IWW insists that working people are entitled to everything they produce, instead of getting a meagre share while company directors are worth millions. This includes working people such as baristas, retail and fast food workers.

We were talking with a barista in a Starbucks in Manchester, and she said, "You know, our management

doesn't encourage us to be in a union."

**And you know why... because with a union you'll get better treatment than you do without one, and the managers know that!**

No matter how good the job is, united you can do better! Join Baristas United today!

### Getting Started

So, if you want to organise a branch of Baristas United in your coffee shop, here's how to get started! The best place to start is to get in touch with us. But before the first contact, it would be helpful (though not necessary) to know a few things about your workplace:

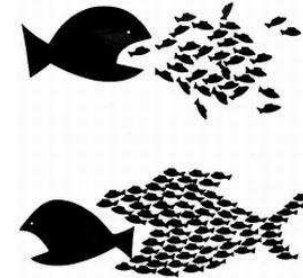
- 1) How many workers are there?
- 2) Does the company you work for have other shops or distribution lines in the area?
- 3) How many of your fellow

workers might be interested in joining with you?  
4) How many would be neutral?

Your local rep from the IWW - Baristas United will be happy to talk with you about strategies for improving your working conditions. We can also provide you with assistance if you and your colleagues decide to organise a branch of Baristas United.

### Confidential

We'll keep anything you say to us completely confidential, but until you've established who wants to be part of your union branch, make sure you keep any union talk, and general conversations about wages, benefits, hours, etc, **out of the management's hearing**. They'll hear what we want when we decide to tell them!



IWW baristas - a winning team!



### BARISTAS UNITED

IWW, PO Box 7903, Leicester LE3 0WT

Tel: 07981 433 637

**Give us a call when you get off work today!**

Visit our website at  
[www.baristasunited.org.uk](http://www.baristasunited.org.uk)

## How to make work safer IWW style!

"Requests have been routinely made and ignored for the purchase of a stepladder. It is vital for our safety that we have a stepladder available to use for such tasks as changing light bulbs, reaching boxes on high shelves, and cleaning ceiling tiles. Currently, we are forced to balance ourselves on unstable cafe tables to accomplish tasks in hard to reach places. Our store is not ergonomically designed and until it is, the purchase of a stepladder would be a simple solution to a number of safety concerns."

*Excerpt from an IWW demand letter and declaration of union membership served on management by baristas at a Chicago Starbucks on April 29, 2006.*

### Reckless Disregard for Workers' Health & Safety

At Chicago's Logan Square Starbucks, workers had for years requested a simple stepladder to safely reach heavy boxes of coffee beans stacked on high shelving, and to avoid having to stand on tiptoe on a toilet bowl in order to reach toilet paper and other supplies. The considered response of this 23 billion dollar company was an outright refusal to spend a few quid on something so fundamentally useful and beneficial to the health and safety of its workers.



So no stepladder from the penny-pinching management then.

Angered by management's attitude, on Tuesday 29th April, the Logan Square baristas went IWW. At a store meeting, they declared their IWW membership, demanded a living wage, as well as improvements in health and safety (including the purchase of a much-needed stepladder). Now one thing you don't joke around with is health and safety, so after constant refusals from Starbucks, the IWW members decided to take matters into their own hands and deal with it the IWW way. Now Starbucks are keen to keep its "partners" out of the union (for obvious reasons), and claim that its workers don't actually need a

union. So, just to make it clear how wrong this is, the IWW went out and bought a ladder, decorated with the message "Brought to you by the IWW Starbucks Workers Union, for a safer, healthier workplace." Baristas were overjoyed, while management panicked. Management couldn't remove the ladder as it'd have looked really bad. It's one thing to be lax about health and safety issues but to wilfully remove something so beneficial to workers' health and safety... Yet how could management bear to be reminded of the power of the union at this branch? So one hour later, after years of politely requesting a ladder but being in the union only one week, baristas were presented with a ladder from the company - but we all know how it got there!