

## 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:

**IWW, Unit 107, 40 Halford Street, Leicester LE1 1TQ**

**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 after tax  
£651 to £1200 after tax  
More than £1200 after tax

#### Monthly Dues

£1.10  
£3.30  
£8.25

# BARISTAS UNITED

## Bulletin

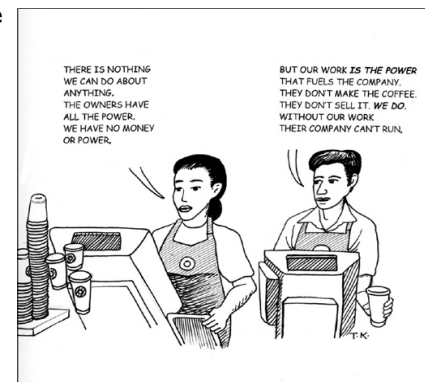
Industrial Workers of the World - Coffee Shop Workers' Union News and Info

Spring 2007

## It's our Spring Offensive!

**In other words, Baristas United are currently doing an organising drive at coffee shops across the country, yours included.**

What does this mean? It means you'll have the opportunity to talk to others about your work situation and anything else that's not quite right at work. It means the opportunity to organise with other baristas to make your life at work better. It means help, support and solidarity, as and when you need it.



You may be experiencing a problem with your wages or your hours worked; or maybe to do with your contract; or possibly an issue with a particular manager. Whatever the problem, we can help.

On the other hand, you may be relatively happy with your job. We say, good, let's make sure it stays like that, together!

Far too often, as workers, we can be subject to the whims of management. Baristas United - IWW is there to protect your rights as a worker, from day-to-day and for anything major that might crop up.

Some workers choose to join the union when they are in trouble. That's OK, but it can

sometimes be a bit like closing the gate after the horse has bolted. **When we organise and stick together from the start, we're always certain to be in a much better bargaining position.**

And that's the key to a better life at work - sticking together on the job and having a union you can rely on.

### DISCIPLINARY? GRIEVANCE? THREATENED WITH THE SACK? BULLYING AT WORK?

Get in touch with Baristas United to discuss any problems with your IWW union rep. We can give you advice on workplace law and can accompany you at disciplinary and grievance panels.

We can also offer support on how best to deal with bullying in the workplace.

**JOIN TODAY AND GET REPRESENTATION TOMORROW!**

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.

## 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

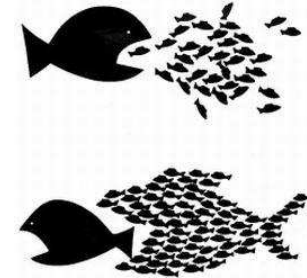
workers might be interested in joining with you?

- 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, Unit 107, 40 Halford Street  
Leicester LE1 1TQ  
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)

## BARISTAS UNITED GETS THE GOODS!

A Baristas United member in Leicestershire, recently found himself in a spot of trouble while working for Caffè Nero. So, we decided to have a chat with him.



### So what was the problem?

I had been working for Caffè Nero for just under a year when we had a large sum of money stolen from our office safe just after Christmas 2006. There were three members of staff who had access to the safe that day, but during the subsequent investigation, I was the only member of staff who was sacked for the offence, and was also withheld pay outstanding to me. I considered this grossly unfair owing to any lack of evidence to support any theft by myself, and that the other members of staff who had the same access as me had lesser punishments.

### PROBLEMS WITH ROYAL MAIL

Please note, we have recently changed our postal address. If you tried to contact us by post in the past but have received no response from us, please accept our apologies. Due to problems beyond our control with the Royal Mail PO box, we have now been forced to change our address. Please try again and write to us at:  
**IWW, Unit 107  
40 Halford Street  
Leicester LE1 1TQ**

It was then that I sought the help and advice of the IWW.

### How did the IWW's Baristas United help?

I initially met two members of the IWW (Leicester Branch) to discuss what had happened. They cast a professional eye over the paperwork and ran through the facts of the case. Even at this initial stage, I could see that IWW would be a great help to me, as they could determine factors that I had not even considered to be important. At my appeal hearing, at Caffè Nero head office in London, I was represented by an IWW rep, who made my case clear to those conducting the appeal - asking questions of Caffè Nero policy, backing up my case with facts that I was not aware of (such as one Caffè Nero letter not complying with certain regulations) and helping me to decipher questions asked during the appeal process. The end result was that I won the appeal case, with the termination wiped from my record, monies owed to me returned and even the offer of my old job back! I have no doubt that without the help of the IWW, I would not have been in such a strong position

when it came to my appeal hearing, and feel that I may ultimately have lost my appeal.

### What would you say to other baristas who haven't yet joined the union?

As a barista particularly, I think it is important to be a member of a union, with special reference to the IWW who now specialise in coffee shop employees with Baristas United. As with myself, so many of us are not aware of rights that we have in the workplace, and many employers take advantage of this fact. Organisations such as Baristas United allow members to be fully conversant in their workplace rights and will fight to improve conditions for all coffee shop workers. Furthermore, if things go wrong, as they did with me, it is so important to have some one fighting your corner who is more knowledgeable about employment matters, and who can take on these large organisations.

Ultimately, I would suggest that anyone who is not already a member, joins up, because you never know when you may need their help.

