

UNION VICTORIES

- **Stable Scheduling:**

Union members have received more work hours and stable weekly schedules since joining the IWW. Also, Starbucks has finally begun to assist employees who need more hours to pick up extra shifts or transfer to understaffed stores across NYC.

- **Higher Wages:**

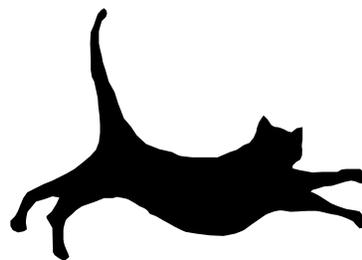
Since the union campaign began in May 2004, the starting salary in NYC has jumped from \$7.75 to \$8.75 an hour. This also includes a 10-cent raise in 2005 and a 25-cent raise in January 2006 for all existing employees.

- **Addressing Grievances:**

A powerful, worker run Grievance Committee is winning back pay, wage adjustments, scheduling changes and respect for union members. At the Union Square Starbucks a worker received nearly \$500 with the help of our Grievance Committee.

- **Reinstatement Of Fired Workers**

In compliance with a federal labor court settlement, Starbucks is required to rehire Sarah Bender and Anthony Polanco, who were unlawfully terminated for their union activities.



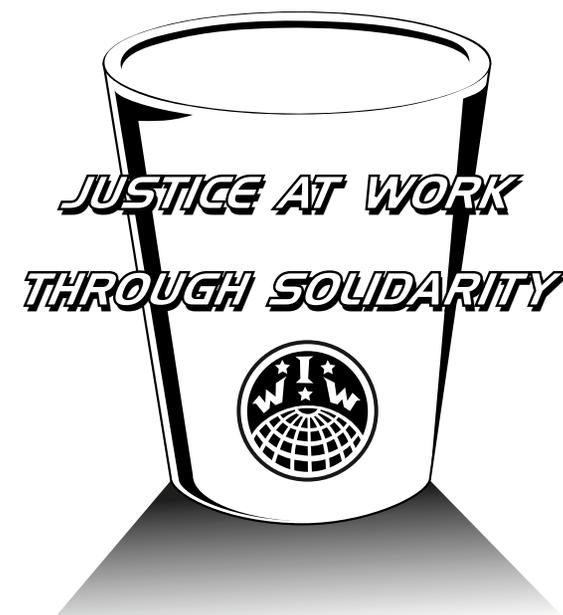
***FOR MORE INFO, GO TO
STARBUCKSUNION.ORG***

- OR -

IWW.ORG

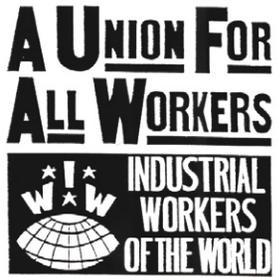


I.U. 660



What is a Union?

A union is an organized group of workers who come together to create a more just workplace. With a common voice, workers have the power to impact wages, hours, benefits, workplace health and safety, and any other work-related issues. The best weapon against the bosses is solidarity. If one of us stands up and protests, it is unlikely that his or her voice will be heard. But if all of us stand up together, the boss will be forced to bargain with us. S/he can pick on us one by one, but s/he can't fire everyone. When we organize we challenge the balance of power at our jobs.



What is the IWW?

The letters IWW stand for Industrial Workers of the World. Over a hundred years ago, our union's founders chose this name because they formed a union for all workers!

We are union dedicated to grassroots organizing on the job and in our communities to fight for better lives today and build a new tomorrow. We want a world in which production and distribution are organized by working people to meet the needs of everyone, not just a handful of wealthy exploiters.

UNION VICTORIOUS AGAINST STARBUCKS AT THE LABOR BOARD

The IWW Starbucks Workers Union won a watershed victory in its first National Labor Relations Board conflict over unfair labor practices. Faced with the prospect of having its widespread union-busting campaign exposed to the public, Starbucks agreed to settle all the legal charges brought against it by the IWW.

HIGHLIGHTS OF THE NATIONAL LABOR RELATIONS BOARD SETTLEMENT

- The invalidation of Starbucks' national no-pin policy. Union members can now proudly wear union buttons without fear of discipline or retaliation.
- An agreement by Starbucks to end threats, bribes, and surveillance of union members and supporters.
- Starbucks was forced to pay three employees who were discriminated against for union activity almost \$2,000 in back-wages.

**To view the full NLRB settlement, log on:
www.starbucksunion.org/node/712**

OUR DEMANDS:

• Living Wage and Fair Raises:

Starbucks is a highly profitable company, yet it doesn't even pay a decent wage. Some of us even qualify for Medicaid and food stamps That's just wrong! We deserve a living wage for the hard work we do every day.

• Guaranteed Hours:

Even though union members have received more hours and consistent scheduling, all Starbucks Baristas and Shift Supervisors are mandatory part-time employees! We can actually be disciplined for working overtime! All workers should have the option of guaranteed hours every week, whether they need four or forty.

• Respect our Right to Organize:

Starbucks has retaliated against its own employees by engaging in an unlawful union-busting campaign. If Starbucks truly respects its 'partners', then it should allow us to freely choose to form a union. We demand that Starbucks recognize its employees' right to organize. Starbucks should be neutral towards the organizing drive and let its workers freely decide.

Starbucks workers are on hand to assist organizing at any store.
To begin organizing at your store contact

Cole Dorsey [Delegate]
616-881-5263
griww@iww.org

Grand Rapids GMB
P.O. Box 6629
Grand Rapids, MI 49516