



UAW Local 4121

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Dear Starbucks Workers United,

We are writing in solidarity with your historic fight to unionize and secure a fair say in your working conditions. As a union of 6000 Academic Workers at the University of Washington, we know how critical unionizing is for securing a democratic voice and the power to ensure working and living conditions that work for us. All workers need a living wage; access full coverage for comprehensive health insurance (including for gender-affirming care); paid time off; predictable scheduling; protections from harassment and discrimination; and more. Organizing through our unions and winning union contracts is the best way to secure these protections. All workers deserve a union.

Fighting for a union is critical at any time, but as the COVID pandemic and rising economic inequality has highlighted, the need for unions is more urgent than ever. For instance, on October 28, 2021, Starbucks issued a press release claiming that “Consolidated net revenues of \$29.1 billion increased 24%...from the prior year”. CEO Kevin Johnson took a 39% pay raise to over \$20 million a year. Meanwhile, Starbucks Workers who make the company run have been left to struggle. Further, Starbucks executives continue to engage in rampant union-busting tactics, including the retaliatory firing of the Memphis 7.

When any workers organize and fight, all workers are better off. The wave of organizing at Starbucks stores now sweeping the country is an inspiring move towards rebuilding the fighting labor movement that is needed to reshape working people’s lives, so that we can truthfully say that we work to live instead of living just to work. That’s why across the country – in both public and private sectors – we’re seeing a wave of people coming together and saying they want a union.

We know that Starbucks executives won’t stop their union-busting activities out of the goodness of their hearts -- it will take concentrated power and mobilization to beat the union-busting, win recognition, and bargain strong first contracts. The history of our labor movement teaches us that “an injury to one is an injury to all,” and we are committed to showing up in solidarity with you.

We are ready to help build the kind of collective power needed to win your historic fight. As a part of this commitment, we are making a \$1,000 donation to the Starbucks Workers United solidarity fund to support the Memphis 7. We are also ready to continue mobilizing for actions including rallies, delegations, and a national day of action. Further, we will continue working with others in our labor community, including MLK Labor, the AFL-CIO, and other unions in Seattle and Washington State, to show that our labor movement will defend every worker under attack, organized or otherwise.

Solidarity forever,
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