



# DAY OF ACTION



# FIGHT STARBUCKS' UNION BUSTING!

Starbucks executives are carrying out a vicious anti-union campaign, including retaliatory firing of workers without cause and dramatically cutting employee hours. We need to fight back!

Stand up against Starbucks' anti-union firings! ☆ Solidarity with the Memphis 7! ☆ Stop union busting! Stop cutting employee hours!



## *Rally & March!*

**SATURDAY, APRIL 23 @ 1 PM  
CAL ANDERSON PARK**

## **WE DEMAND STARBUCKS:**

- Immediately reinstate the Memphis 7, Cassie Fleischer, Daniel Rojas, and other workers unfairly fired for unionizing!
- Immediately stop all union-busting tactics, such as firing union organizers and supporters or forcing them to quit by cutting their hours!
- Adhere to a just-cause discipline and firing process to increase transparency and consistency of managerial power!
- Establish a starting wage of \$20/hour and give a 20 percent raise for all workers!
- Sign the Fair Election Principles and agree to card check neutrality!
- Mandate plus-one staffing, compensation for short-staffed shifts, and full-time hours for all workers who want them!
- Allow debit card tips, remove tip limits in the Starbucks app, and make all tip payout practices transparent. Minimum tip guarantee of \$5.50 per hour!
- Establish annual seniority and cost-of-living pay increases!
- Provide free and improved healthcare for all workers!

# REINSTATE THE MEMPHIS 7! STOP CUTTING THE HOURS OF UNION ORGANIZERS & SUPPORTERS! FIGHT FOR A UNION AT STARBUCKS!

Howard Schultz, a notorious union-busting billionaire, has returned as Starbucks CEO, and it can mean only one thing: a ramping-up of the company's vicious union-busting campaign. On February 8, Starbucks illegally fired seven workers in Memphis, Tennessee by selectively enforcing policies that had rarely if ever been enforced before they started the unionization process.

Shortly after, they fired Cassie Fleischer and Daniel Rojas, two leading organizers who helped win the first unionized Starbucks stores in decades in Buffalo, NY. More recently, Starbucks workers, especially union supporters, are seeing their hours systematically and dramatically cut.

This is blatant, illegal retaliation. Workers cannot let it stand. We need to fight back!

Last year, the world's billionaires became \$5 trillion richer, while workers struggled to keep COVID at bay, pay rent, and put food on the table. Workers are realizing that to defend ourselves, and to win even the most basic rights, we need a union.

Starbucks workers are leading the way. Workers at over 150 stores around the country have filed for union elections, demanding decent pay and working conditions from this multi-billion-dollar corporation.

But Starbucks executives are waging a ferocious union-busting campaign - threatening workers, closing down stores, seeking delays in both court decisions and ballot counts, and retaliating against workers.

If we don't fight to reverse the firings, they will escalate their campaign of intimidation and retaliation.

We will need the support of the community to force Starbucks to back down, beginning with the **rally taking place in Seattle on April 23**. We must use our resources, time, and voices to support them materially and as individuals to make actions such as walkouts, strikes, and other brave and necessary collective action possible.

Starbucks likes to pose as progressive and "person first," but the corporate bosses are not on our side. To truly be on the side of workers, we must put pressure on Starbucks to act in good faith, both at the table and away from it. We must demand that they stop union busting, allow employees to organize in peace, and bargain in good faith.

If workers are going to win a historic union at Starbucks, it will take solidarity among unions, the community, and all working people.

Join us on Saturday, April 23 at 1 PM in Cal Anderson Park for a rally to tell Starbucks: An Injury to One Is an Injury to All! No to union-busting! Reinstate the Memphis 7, Cassie Fleischer, Daniel Rojas & all others who have been fired for unionizing their stores! Stop cutting employee hours!

Sign the online petition & share with friends!

