



OFFICE OF THE CITY ATTORNEY

411 W. Ocean Boulevard, 9th Floor
Long Beach, CA 90802
Writer's Direct Dial: (562) 570-
Facsimile: (562) 436-1579
E-Mail: @longbeach.gov

C-2

CHARLES PARKIN
City Attorney

GARY J. ANDERSON
Assistant City Attorney

June 21, 2022

DAWN A. MCINTOSH
Assistant City Attorney

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt Resolution in Support of Starbucks Workers' Right to Organize.
(Citywide)

DISCUSSION

Pursuant to the City Council's request on May 17, 2022, we have prepared the attached Resolution in Support of Starbucks Workers' Right to Organize for the Council's review and approval.

SUGGESTED ACTION:

Approve recommendation.

Respectfully Submitted,

CHARLES PARKIN, City Attorney

By:

Monica J. Kilaita
Deputy City Attorney

MJK:vr

ATTACHMENT: CITY COUNCIL RESOLUTION

01393515.docx

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH IN SUPPORT OF STARBUCKS
WORKERS' RIGHT TO ORGANIZE.

WHEREAS, over the past several years, the Long Beach City Council has endeavored to protect workers' rights and more recently to enable a fair and equitable recovery from COVID-19 for its community, combatting the K-shaped recovery seen across America; and

WHEREAS, supporting the right of workers to organize and advocate for better conditions, without fear of unjust reprisal, is a key component of any equitable recovery plan; and

WHEREAS, the first Long Beach Starbucks to file to join Starbucks Workers United, the new union representing stores across America, is located in the Second District in the City of Long Beach at Redondo and 7th; and

WHEREAS, the election among that location's workers has officially concluded and the employees voted to unionize, becoming one of the first Starbucks stores in Southern California to vote to join a union; and

WHEREAS, another Starbucks location in Long Beach, in Belmont Shore, is currently in the process of setting up its union election after filing an initial petition; and

WHEREAS, supporting Starbucks workers in their efforts to unionize will empower them to collectively bargain with their multinational employer for better wages, better working conditions, and overall greater dignity in the workplace and a better quality of life; and

WHEREAS, workers at Starbucks locations have reported difficulties doing their jobs due to COVID-19, supply shortages, constant movement of team members between stores, customers not following COVID-19 precautions, and other issues; and

1 WHEREAS, early in the pandemic, Starbucks closed some stores, and the
2 pandemic highlighted how hard service industry jobs are and the importance of workers
3 having the ability to advocate for better living standards; and

4 WHEREAS, also early in the pandemic, there was an increased pay rate
5 when Starbucks employees were deemed essential workers, yet after stores started re-
6 opening, the pay rates returned to pre-pandemic levels; and

7 WHEREAS, as we are aware, the pandemic continues to cause difficult
8 working conditions and an elevated risk level; and

9 WHEREAS, Starbucks workers now demand a seat at the table to
10 determine democratically what they want to see in their workplaces with respect to the
11 various risks they face, their working conditions, and compensations they earn; and

12 WHEREAS, a union is an important tool by which workers may directly hold
13 their distant corporate leaders accountable for good working conditions and equitable pay
14 and treatment; and

15 WHEREAS, these workers have faced public and corporate reprisals,
16 alleged through numerous complaints issued by the National Labor Relations Board
17 (NLRB), and have faced aggressive anti-worker efforts from their corporate leaders
18 during their attempts to unionize; and

19 WHEREAS, for instance, the NLRB issued a complaint in May 2022,
20 against Starbucks alleging over 200 violations of the National Labor Relations Act
21 claiming that Starbucks interfered with, restrained and/or coerced employees seeking to
22 unionize in various ways; and

23 WHEREAS, this Resolution of strong support by the City Council will signal
24 workers in Long Beach, as well as all of the City’s residents and visitors, that their elected
25 leaders and their community stand with the workers and support their efforts to empower
26 themselves through collective action;

27 ///

28 ///

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

NOW, THEREFORE, the City Council of the City of Long Beach resolves as follows:

Section 1. The City Council strongly supports Starbucks workers' right to organize, including but not limited to workers at locations within Long Beach which have already voted to unionize or are currently undergoing, or will undergo, the fair and free election process to unionize.

Section 2. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify the vote adopting this resolution.

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 2022, by the following vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent: Councilmembers: _____

Recusal(s): Councilmembers: _____

City Clerk