

## Union representing SW staff

Many of you have participated in meetings with Wei, myself, Alicia, and your General Managers. Thank you for attending and for those that haven't you are welcome to attend any future meetings.

First, Wei and I want to emphasize how shocking and hurtful this has been to both of us and to all the managers that have worked side by side with you. We have been a family business for over 30 years, employing and mentoring thousands of young staff who often come back to visit us in Ann Arbor with their own young families reminding us that their job at Sweetwaters was their favorite job.

Second, some staff voluntarily shared that they and others were pressured to sign union cards, told it was an expectation to sign union cards, and told that signing a card was only showing support for their peers. Unfortunately, union reps and those who want to push the union agenda are able to say anything without any consequences. However, Wei, me, and managers are legally bound to tell you the truth. The truth is, signing union cards is a contract. **A contract that you are immediately agreeing to become a member of the union, abide by its rules, allow the union to represent you in negotiations, and pay union dues. If this is not your understanding and you don't agree to it, you can seek to revoke the union card that you signed. How? See below. Why is this important? Because the union claims it has at least 30% of the staff signing cards, which is what they need to move this forward.**

### 1. What if I don't want the Teamsters to represent me?

1. You have the right to revoke any signature on a union authorization card or petition.
2. Tell the Teamsters that you want to rescind your union card.
3. When you ask for your union authorization card back, the union is unlikely to honor the request. The union representative may say, "You can't have it back," or "It's too late." What then?

#### Simplest way:

1. email Alicia at [AliciaD@SweetwatersCafe.com](mailto:AliciaD@SweetwatersCafe.com) and let her know you would like to revoke your signature.
2. cc the Teamster rep: Bill Black at [bill@teamsters243.org](mailto:bill@teamsters243.org)

#### The more complete way:

1. Put the request in writing & send it to the union. State you are canceling and revoking the signature, card, & authorization given to the **Teamsters Local Union #234**. Be sure to name the specific union.

##### **Teamsters Local Union #234 address:**

Teamsters Local Union #234  
39420 Schoolcraft Rd.  
Plymouth Twp., MI 48170

2. Signing and dating the letter is important, and best to send it through the U.S. Post Office and request a signature and return receipt. Paying a small price for proof of delivery prevents the union from claiming it never received the letter. Labor law professionals also recommend sending a copy of the letter to the National Labor Relations Board and Sweetwaters, to keep the union honest.

##### **National Labor Relations Board address:**

National Labor Relations Board  
Patrick V. McNamara Federal Building  
477 Michigan Avenue, Room 05-200  
Detroit, MI 48226

##### **Sweetwaters address:**

Sweetwaters Coffee & Tea  
326 W. Liberty St.  
Suite 1  
Ann Arbor, MI 48103

Lastly, we have been told that there is a group chat where a video was posted of me. They said the chat is mean spirited and those involved are saying horrible things about Wei and I. This person also knows of people who felt a tremendous amount of peer pressure to sign a union card even though they did not want to.

Are these the type of people you want to represent you? Mean spirited, peer pressure, and not being transparent and truthful. If a union gets established, a union representative from your peers will be selected and we suspect it will be one of these organizers.

Some have said that if a union is in place they will quit and know others will too. **They do not want a union speaking for them, do not want to pay union dues, and they appreciate the direct communication and flexibility they have with their GMs.**

Sincerely, Lisa B.