

## **Resolution in Support of Bellingham REI Workers Organizing with UFCW 3000**

**Whereas**, the Whatcom County Democratic Party stands in solidarity with workers who seek to exercise their right to organize and bargain collectively for fair wages, benefits, and working conditions; and

**Whereas**, the REI workers in Bellingham voted to organize a Union with UFCW 3000 in an election on June, 9th 2023, and have subsequently been in negotiations for a first contract ever since, striving for consistent hours, living wages with transparent raises, management accountability, and to have a say in our workplace to ensure that REI does not move away from the “Co-op Way” (REI: [“Recognizing that a diverse, representative workforce requires a focus on recruitment and retention, we widened our efforts in 2023 to reimagine the employee experience, ensuring employees feel heard and supported and can thrive in the workplace.”](#)); and

**Whereas**, REI has engaged in practices that undermine the bargaining process, including withholding annual raises from union shops while providing them to non-union shops, which creates a disparity in compensation and undermines the collective bargaining process; and

**Whereas**, REI has unilaterally changed job descriptions, titles, responsibilities, scheduling requirements, and other workplace policies without negotiating, thereby disregarding the workers' right to have a say in changes that significantly impact their work; and

**Whereas**, on March 7th, REI workers from across the country marched on the REI headquarters in Issaquah to deliver a letter requesting that REI bargain in good faith, restore annual raises, and reach an agreement by the end of the year; and

**Whereas**, REI has not taken the necessary steps to address the workers' concerns and reach a fair contract agreement;

**Therefore, Be It Resolved** that the Whatcom County Democratic Party fully supports the REI workers in Bellingham in their efforts to secure a fair first contract; and

**Be It Further Resolved**, that the Whatcom County Democratic Party calls on REI to negotiate in good faith, honor the requests made by the workers in the letter delivered on March 7th, and reach an agreement by the end of the year; and

**Be It Finally Resolved**, that the Whatcom County Democratic Party will take steps to inform our members and the broader community about the situation facing REI workers

in Bellingham, and encourage community support for their efforts to secure a fair contract.

*Adopted by a unanimous vote at the August 24 General Membership Meeting of Whatcom Democrats*