






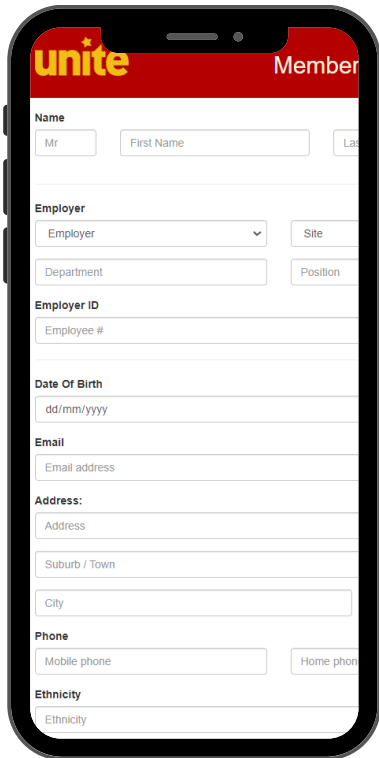


Why Joining the Union Makes A Difference

Through collective bargaining, union baristas at Starbucks now enjoy the following:

Can I get uhhh

-  A 2024 pay rise over the national minimum wage increase, starting baristas at 30 cents/hour above the national minimum wage
-  A company commitment to quicker barista certification, so new baristas should expect an extra 40 cents/hour within 90 days of employment
-  A guaranteed pay increase of a further 2% **minimum** to all Starbucks wage rates in April 2025, unless the government can do it better - next year's national minimum wage increase is still unknown
-  An increase from time-and-a-half to double pay for authorised overtime
-  A new obligation on the company to pay workers for job redundancies
-  Improved access to paid sick leave within the first 6 months of the job, helping to take care of the whole team
-  Freedom to skip the customer queue for partner beverages, with a third partner beverage now available on the second paid break



The image shows a smartphone screen displaying the 'Unite Member' registration form. The form is titled 'Unite Member' at the top. It contains several sections with input fields:

- Name:** Fields for 'Mr', 'First Name', and 'Last Name'.
- Employer:** A dropdown menu for 'Employer', a 'Site' field, a 'Department' field, and a 'Position' field.
- Employer ID:** An 'Employee #' field.
- Date Of Birth:** A field with the format 'dd/mm/yyyy'.
- Email:** An 'Email address' field.
- Address:** Fields for 'Address', 'Suburb / Town', and 'City'.
- Phone:** Fields for 'Mobile phone' and 'Home phone'.
- Ethnicity:** An 'Ethnicity' field.

www.unite.org.nz/join



Unions exist because workers want them.

Thousands of workers join Unite Union every year from different hospitality businesses across New Zealand. Starbucks employees were some of our first union members when we started out 20 years ago, helping to create greater benefits and protections at work that are now normal for today's employees.

Membership contributions are 1.2% of gross weekly pay with a minimum of \$2.50 and maximum of \$7.25/week per member. They continue to connect and strengthen workers across your company and industry. Join now for what's next.