

Trader Joe's United Backgrounder

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What is Trader Joe's United?

Trader Joe's United is an independent labor union founded and powered by Trader Joe's workers. Trader Joe's United has two certified locals under its umbrella, in Hadley, MA and Minneapolis, with a third store in Louisville, KY currently awaiting certification.

Trader Joe's United is part of a larger independent organizing push within the labor movement, along with other new unions including Amazon Labor Union and Chipotle United.

Trader Joe's United History

- The Hadley, MA Trader Joe's was the first in the country to unionize, [voting 45-31 to join TJU on July 28, 2022](#). The Hadley store was also the first in the country to file for a union election.
- While there had been previous attempts to organize in Hadley and in other stores across the country, the organizing committee for the successful Hadley drive formed in January 2022, largely in response to the employer's handling of the pandemic and the steady erosion of benefits and wages over the past decade.
- The Hadley store announced their drive on May 14, 2022, with a March on the Boss and [this open letter](#) to Dan Bane, the company's CEO.
- On June 28, 2022, workers at the Minneapolis store announced their intent to unionize with TJU. The Minneapolis store voted [overwhelmingly 55-5 to join TJU](#) on Aug. 12, 2022.
- On Oct. 27, 2022, the Williamsburg, Brooklyn store voted 94-66 against joining TJU.
- Both Hadley and Minneapolis began bargaining with Trader Joe's on Nov. 3, 2022.
- On Jan. 26, 2023, [the Louisville, KY store voted 48-36 to join TJU](#). One week later, Trader Joe's filed an objection to the election results with the NLRB. The objection hearing will begin on March 20, 2023.
- Trader Joe's engaged in robust union-busting campaigns at all four stores that filed for a union election, leading TJU to file multiple ULPs against the employer at all four locations. The NLRB has yet to rule on these charges.

- Other unions have tried to organize Trader Joe's without success, facing similar union-busting tactics from the company. On Aug. 11, 2022, [Trader Joe's abruptly closed its Union Square wine shop in NYC](#), just days before crew members were to file for an election with UFCW. The Boulder, CO store filed for an election with UFCW but ultimately withdrew the petition on Aug. 24, 2022, after filing unfair labor practice charges against Trader Joe's for intimidation and coercion.

TJU in the Present

- Trader Joe's United is now a national movement of Trader Joe's workers. Since Hadley's announcement in May 2022, TJU has heard from hundreds of TJ's crew members across the country eager to unionize their stores.
- Trader Joe's United remains a completely worker-driven, independent and unaffiliated union. All of TJU leadership consists of worker-organizers who are still bagging groceries and stocking shelves while building the movement, bargaining, and helping other stores organize.
- Currently TJU is bargaining for a first contract. While Trader Joe's has not yet agreed to joint bargaining and Louisville is still awaiting certification, all three stores are committed to working together toward the goal of a national contract.
- Trader Joe's United is fundraising to expand its organizing efforts through the union's [GoFundMe](#).
- On March 22, 2023, two stores filed for union elections with TJU: the Essex Crossing store in New York City and the Rockridge store in Oakland, California.
- On April 20, 2023, the Oakland store won their election 73-53, while the Essex Crossing Store lost their vote in a tie, 76-76 (in union elections, tie votes are a win for the employer).
- On May 26, 2023, [an NLRB Hearing Officer's report](#) recommended that all of Trader Joe's objections to the Louisville election be overruled, and union be certified. Louisville is still awaiting certification.
- The NLRB found merit in a number of unfair labor practice charges filed by Trader Joe's United against Trader Joes. [Read the NLRB's complaints here](#).
- In June 2023, Trader Joe's United launched a merch program to raise donations for the union. Trader Joe's has since [threatened TJU with a trademark infringement lawsuit](#).

Helpful Links

[Trader Joe's Workers Launch Historic Union Drive](#), More Perfect Union

[Trader Joe's Workers in Minneapolis are Unionizing](#), More Perfect Union

[Trader Joe's Workers Take Us Inside Their Fight For a Union Contract](#), More Perfect Union

[Trader Joe's Shatters Unionizing NYC Wine Store In The Middle Of The Night](#), More Perfect Union

[Hadley's Open Letter to Dan Bane](#)

[Trader Joe's Workers File for Election to Create Company's First Union](#), New York Times

[Trader Joe's Urges Workers To Vote Against Union Ahead Of Election](#), Huffington Post

[Trader Joe's Workers at a Massachusetts Store Form a Union](#), New York Times

[Trader Joe's Workers Vote to Unionize at a Second Store](#), New York Times

[Trader Joe's Workers in Kentucky Form Union](#), Huffington Post

[Another Trader Joe's Store Just Formed A Union](#), Huffington Post

[Trader Joe's United Solidarity Fund on GoFundMe](#)