



August 18, 2020

Dear New Standard:

We, the New Standard employees at New Standard in Detroit, have been discussing forming a union at work. We have succeeded and are pleased to announce that an overwhelming majority of employees have signed cards authorizing the United Food and Commercial Workers (UFCW) International Union Local 876 to represent us in collective bargaining. We are excited about our new union and look forward to continuing to grow and succeed with New Standard.

Under federal law, an employer must recognize a union chosen by a majority of employees in a bargaining unit. The employer must acknowledge that the union is the exclusive bargaining agent for all employees who will be covered by the collective bargaining agreement and who are eligible to vote on union representation.

We have always valued our collegial relationship with New Standard and have always been lead to believe that New Standard wants to do the right things by us, its employees.

We, as employees, were promised an abundance of education, opportunity, experience, training, a safe and secure workplace, paid holidays for all employees, a safe place to keep our belongings, a break room, adequate parking, premium and easy to operate point of sale software, humane breaks during shifts, mental support during this unprecedented global pandemic, and an open dialog to help create a new standard within this company, and in the industry as a whole. To date, none of this, amongst many other promises, have come to fruition. We have tried to our best efforts with New Standard and its management to resolve these issues; however, these efforts have fallen on deaf ears since the beginning. This was not an easy choice to make, as we accepted our positions at New Standard because of our love and respect for not only the company, but most importantly, the plant and its impact on all of our lives.

We are asking that you commit to a fair and cooperative process as we move forward together. That means avoiding outside anti-union consultants and lawyers who would potentially attempt to bully, threaten and instill fear among us, the employees. It means no captive audience meetings where workers are forced to listen to anti-union rhetoric. It means respect for our decision to form our union.

For those reasons, we are asking that you voluntarily recognize our union today, based upon our demonstration of a majority of employees signing cards. By voluntarily recognizing our union, you can help to avoid the time, expense and strife of a prolonged National Labor Relations Board election and respect our carefully considered decision. Without that distraction, we can stay focused on our customers who depend on us every day.

Our union is a sign of our commitment to New Standard. We know that by bargaining collectively we can continue to build our careers with New Standard, not just for now, but for the long term. Together, we will make New Standard what we know and believe it can be – the best cannabis employer in the greater Detroit area, and a place we are proud to work.

If you are in agreement in recognizing our union, please contact our representative Johnnie Turnage at 1-248-292-1755.

In Solidarity,  
The Bargaining Committee