

Preamble

To Captain Hannah: We, the crew of Trader Joe's Murray Hill, are approaching you today to demand more transparency and openness in regards to communication and for direct acknowledgment of our demands we put forth this past week in light of recent events. We ask for your undivided attention, and we ask that we not be interrupted.

During the events of last week, we witnessed the failure of management to communicate necessary and crucial information to the crew, and many of us feared for our safety. Many crew members were forced to come to work without any knowledge of a potentially dangerous situation. The failure to communicate demonstrated management's clear predisposition to prioritize profits over the safety, mental health, and wellbeing of our crew members. Given these events, as well as a longstanding history of incidents in which management has not clearly communicated with crew members in response to credible threats to our safety, as well as the proven inadequacy or lack of implementation of any existing safety policies, we the undersigned Crewmembers of 544, in the spirit of Kaizen, demand the following policies to be adopted by the store immediately:

Demands

Our demands are as follows:

Number one: A reformed Safety Team in which a majority of members are democratically elected by the Crew. This Team must hold biweekly meetings and demonstrate adequate commitment to ensuring all of our safety practices are up to date.

Number two: A Safety Playbook containing standard protocol for any emergency situation in which the safety of the crew is at risk, which is drafted in consultation with the Crew, Mates, and Safety Team. This Playbook will contain provisions which require the store to be closed as early as is feasible when a credible threat to crew safety is received. The store will then remain closed until the emergency situation has been fully addressed, and all crew members must be compensated for missed shifts. The Playbook should be accessible to all Crew at all times, and made available in training materials for new hires. The Playbook must include minimum requirements for the communication of ongoing incidents, frequent and detailed updates about

next steps and what to expect, while respecting the privacy of anyone involved in a potential emergency situation.

Management must formally commit to these demands in writing, signed by Captain Hannah Tasker, within 24 hours of receipt of this petition. If management fails to commit to these demands, we are prepared to take further action.

Conclusion

As crew members, we expect to work in conditions in which our safety can be guaranteed. And it's the responsibility of management to guarantee them. Furthermore, management has an obligation to do the right thing and respond to the needs of the crew first, and profit and productivity of the store second. Because frankly without us, and our labor, there would be no Trader Joes.

What we witnessed last week was a fundamental failure on part of management to do this. Our demands are reasonable. What we're asking for is very fair, and it comes from a place of wanting the best both for our crew members and our valued customers and the community we serve.

Management has 24 hours to comply with these demands before we are forced to take further action. Thank you for listening and we encourage you to demonstrate your commitment to doing better in the future.