

Trader Joe's United Backgrounder

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What is Trader Joe's United?

Trader Joe's United is an independent, unaffiliated labor union founded and powered by Trader Joe's workers. All of TJU's leadership consists of worker-organizers who are bagging groceries and stocking shelves while building the movement, bargaining, and helping other stores organize.

Trader Joe's United has four certified locals under its umbrella: Hadley, MA; Minneapolis, MN; Louisville, KY; and Oakland, CA; and is currently organizing more stores across the country.

Trader Joe's United Highlights

- 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.
- 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.
- Contract negotiations between Trader Joe's and Trader Joe's United commenced in November 2022, [and are ongoing](#).
- On Jan. 26, 2023, [the Louisville, KY store voted 48-36 to join TJU](#), with Trader Joe's filing objections to the election with the National Labor Relations Board soon after. Nearly a year after the election, all of the employer's objections were overruled by the Board and Louisville was certified in January 2024.
- On April 20, 2023, workers at the Rockridge Trader Joe's in Oakland, CA voted 73-53 to join TJU.
- On the same day, workers at the Essex Crossing Trader Joe's in New York City lost their union election in a tie, 76-76. The Essex location [filed for a Cemex bargaining order](#) and is currently awaiting the NLRB's decision.
- Trader Joe's filed a trademark infringement lawsuit against Trader Joe's United after the union released its own line of merchandise. The suit was dismissed by a federal judge in what HuffPo described as a "[legal smackdown](#)." Trader Joe's has appealed the decision.

- The National Labor Relations Board found merit in a number of unfair labor practice charges filed against Trader Joe's by TJU, including that Trader Joe's unlawfully terminated a union support in Hadley, MA and withheld more favorable 401k benefits from unionized stores. This case is part of an ongoing NLRB hearing that began on Jan. 16, 2024.
- On the first day of that hearing, [Trader Joe's argued that the National Labor Relations Board itself is unconstitutional](#), echoing similar legal arguments recently put forth by SpaceX, Amazon, and Starbucks.

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