



*The North East's Textile, Garment, Manufacturing, Laundry, Distribution,
Disability Services, and Food Service Workers Union.*

Warren Pepicelli
Joint Board Manager
International Executive V.P.

September 15th, 2021

Ethan Snow
Secretary-Treasurer

Steve Darwin
Owner, Darwin's LTD.
31 Putnam Avenue
Cambridge, Massachusetts 02139

CC: Isabel Darwin and Joetta Maue

Dear Mr. Darwin,

We, the undersigned workers at Darwin's LTD. and members of the Darwin's United Organizing Committee, are proud to announce our intent to organize a union represented by the New England Joint Board UNITE HERE. A partnership among us will strengthen the business while better supporting the staff – for it is through collaboration, not proclamation, that we excel.

Darwin's image of itself – one of community and consciously sourced goods – should and must align itself with the action of supporting the foundation of the business: the workers. Darwin's can further develop into a community-friendly, self-sustaining business capable of higher efficiency by partnering with and investing in its workers. We believe that unionization is our best option to address the sustainability, retention of labor, commitments and concerns, and community elements within the business.

We ask that you support your workers' fundamental right to organize by voluntarily recognizing our union through a card check procedure and entering into a good-faith contract negotiation. By agreeing to this, you will pave the way to a more inclusive workplace, inspire customer and staff loyalty, and prove the business' mission.

Signed,
Darwin's UNITED

Darwin's LTD. Union Organizing Committee