

9/4/23 STORE CLOSURE FAQ

Powell's Books and ILWU Local 5

What is happening right now between Powell's and the union?

Powell's is coming together at the bargaining table with the union that represents our employees, International Longshore and Warehouse Union (ILWU) Local 5, to reach agreement on a new contract. Bargaining started in January 2023.

What is Powell's history with the union?

Powell's employees have been unionized since 2000. For more than two decades, Powell's has worked with the union successfully to reach agreement on contracts. While we sometimes have different views, we have always been able to find the common ground that unites us. We are confident we will be able to reach agreement, as we have in the past.

How often do Powell's Books and the union negotiate a new contract?

For more than two decades, Powell's has worked with the union successfully to reach agreement on contracts. The renewal cycle on average takes place every 3-4 years.

What is Powell's approach to bargaining?

Powell respects the bargaining process and our employees' rights to engage in protected union activity that can be part of bargaining.

When did Powell's Books and the union begin the latest round of contract negotiations?

Bargaining started in January 2023.

When did the most recent union contract expire?

The most recent contract expired in June 2023.

Why is Powell's closed on Monday, Sept. 4?

ILWU Local 5 has authorized a one-day strike scheduled for Monday, September 4, 2023. As a result of this announced activity, Powell's retail stores will be closed for business on Monday, September 4, 2023 due to the lack of staffing necessary to open our locations. We always hope to remain open for customers and the community, particularly at a time that is already challenging for downtown retailers, but this decision is in the best interest of our independent business and all our employees, including non-union employees, and customers.

Do Powell's Books employees have a history of striking?

For more than two decades, Powell's has worked with the union successfully to reach agreement on contracts. We deeply value our employees and respect their right to engage in protected union activity, which can include a strike. The last time Powell's Books employees exercised their right to a strike was in 2003, during the negotiation phase of our second contract.

When are Powell's Books and the union meeting again?

Powell's and ILWU Local 5 are scheduled to come together on September 5, 2023.

Powell's Workplace

What healthcare benefits does Powell's provide its employees?

Powell's offers a very comprehensive healthcare plan and a flexible spending account to our full-time employees that includes dental, vision, acupuncture and naturopathic care. Strong healthcare benefits have been a hallmark of our workplace since our early years as a company.

What other benefits does Powell's offer?

Powell's offers childcare benefits, education benefits, 401(k) retirement and savings plan, TriMet subsidy, bicycle tune-up reimbursement, paid vacation, holiday pay, jury duty pay, life insurance, short-term disability pay, long-term disability pay, book borrowing and book discounts.

How does Powell's amplify and honor the voices of its employees?

Powell's respects and values its employees. We are committed to forums including several town hall meetings each year with our CEO, where we can listen to our employees and address their questions, ideas and concerns. We celebrate the unique identities of our employees through cultural heritage and identity months. We invite employees to be a part of our DEI committee, to help shape, lead and evolve our DEI work and program. Through these engagements and our day-to-day workplace interactions, we honor our employees and partner with them in shaping our company culture.