



City of Tacoma

City Council

July 28, 2026

The Herbal Gardens Ownership
4803 Center Street
Tacoma, WA 98409

Dear owners of The Herbal Gardens,

Here in the City of Tacoma, we believe that all workers deserve a seat at the table. We value workers, we value worker's rights, and we value that unions have fought to make those rights possible. Ultimately, the right of workers to organize and form collective bargaining units is a fundamental component of our democracy.

Those of us that have met with The Herbal Gardens employees represented by UFCW Local 367 during their organizing efforts were moved by their dedication. Retail workers are too often treated like they are replaceable, even though they are the people who keep the place running. Retail workers stock the shelves, help customers, manage the day-to-day chaos, and make the store feel like more than a transaction.

Tacoma cannot call itself a strong city if the people doing the work are left behind. A healthy local economy is not just about sales, storefronts, or growth on paper. A strong Tacoma must be found in decent jobs, safe conditions, fair treatment, and the ability for workers to speak up together without fear. That is the standard we should expect in this city.

We know that bargaining can be an arduous and long process, and we applaud management and union members efforts to bargain a contract. We know these conversations are not always easy. We know organizing can put pressure on relationships with coworkers and management. But asking for a better workplace is not unreasonable. It is every worker's right.

We believe that management at The Herbal Gardens can engage in good faith and show Tacoma how the relationship between its workers and management is done the right way. A workplace is

stronger when workers have a real voice. A company that values its employees should not be afraid of employees standing together.

Thank you for your time and consideration. We appreciate your efforts to reach a mutually beneficial resolution.

Sincerely,

Mayor Anders Ibsen

Council Member John Hines – Position 1

Council Member Sarah Rumbaugh – Position 2

Council Member Jamika Scott – Position 3

Council Member Sandesh Sadalge – Position 4

Council Member Joe Bushnell – Position 5

Council Member Latasha Palmer – Position 6

Council Member Olgy Diaz – Position 7

Council Member Kristina Walker – Position 8