



October 30, 2019

Dear Aziz and members of Kickstarter Senior Operating Team:

Last month, Kickstarter United (KSRU) asked you to voluntarily recognize our union. Even though we were prepared to demonstrate our majority support through a mutually agreeable neutral third party, you refused our request and have continued to insist that “a secret-ballot election, conducted by the National Labor Relations Board, is the only way forward that respects the rights of every member of our staff, and gives everyone a voice...and protects the integrity of the process.”

A fair election through the NLRB process seems unlikely when you’ve publicly stated your opposition to us forming a union and call our efforts “inherently adversarial.” Unfortunately, under the new Trump-appointed NLRB, the process is stacked against us and designed to aid employers who oppose unions.

So, where does this leave us? You’ve told our creators and backers that if we have an election, you’ll “give us space to make the decision” and that you’ll do everything you can “to ensure that it is carried out in a fair and fully democratic way.” We’re now asking you to make a commitment to fairness by agreeing to conditions that will allow us to truly have the space and freedom to have a fair election.

In order to have a fair election, we request the following terms of neutrality:

1. Work together to reach agreement on the bargaining unit, using NLRB guidelines, prior to filing for an election. This will avoid a protracted and adversarial hearing proceeding, which is often used to create endless delays to an election.
2. We ask that you remain neutral during this process. “Neutral” means Kickstarter will not involve itself in the matter of employees deciding whether or not to form a union. We ask you to leave it up to us to gather our own facts, decide what’s right for us and for Kickstarter, and reach our own conclusions. We already know your stance on unions; now please give us the space to come to our own decision through a secret ballot election.
3. Neither Kickstarter management or KSRU will portray one another negatively either internally or publicly. Both KSRU and Kickstarter agree to a media blackout, meaning no interviews or comments will be given by either side to any media outlets, and both Kickstarter and KSRU will refrain from commenting publicly via social media, once neutrality is agreed upon, and provided the terms of neutrality are not broken.

Please let us know if you can agree to these terms by November 6th to ensure a fair election.

Kickstarter United