



February 27, 2022

Kevin Johnson, President and CEO
Starbucks, Inc.
2401 Utah Avenue South,
Seattle, Washington 98134

Re: Starbucks failure to address employee issues and Starbucks anti-union tactics

Dear Sir,

As a customer who has a choice of where to spend my money, I support businesses that uphold high standards regarding racial and gender equity, environmental sustainability, community building and the treatment of employees.

While no one is perfect in any of these areas, I do appreciate Starbucks stated commitments to the environment and communities and your stated resolution to address problems of racial discrimination that have come to light the past few years at some Starbucks stores.

However, I have become increasingly concerned over reports that workers at Starbucks locations across the country have complained for years about the company's labor practices, which include low pay, poor benefits, the inability to utilize sick time, a chronically chaotic work environment and unpredictable work schedules.

When employees have failed to get their issues addressed within the company and have therefore sought union representation, we are increasingly distressed at reports that Starbucks is waging a massive anti-union war with your employees. To date, your attempts have apparently included: closing stores, diluting the voting power of pro-union employees by packing the stores with new employees, scheduling pro-union employees at inconsistent hours and cutting their hours to cut their pay and benefits as a retaliatory tactic, targeting union leaders for minor infractions, hosting anti-union meetings and recently firing the entire organizing committee at the Memphis location for speaking to the press.

All of this occurring despite soaring profits at Starbucks and a reported 39% increase in your own compensation last year. The point being that Starbucks has the means to provide their employees with a living wage, good benefits and excellent working conditions. Failure to do so is to the long run detriment of Starbucks.

While Starbucks has every right to try to persuade its employees against joining a union the tactics listed above are beyond the pale, particularly attempting to suppress your employees from exercising their civil rights to talk with their fellow citizens through the press.

I have choices in the marketplace, particularly with respect to the kind of products that Starbucks sells, and my market decisions are not solely based on price. I encourage Starbucks to deal with their employees fairly and justly when addressing their issues.

Sincerely,
