

Kevin Johnson  
President & CEO  
Starbucks Support Center  
Seattle, Washington



Dear Kevin Johnson,

We, the partners of Starbucks store #55714 on Highway 9 and Classen, are writing to you in response to the recent wave of union efforts across the country. We feel that in order to fully realize Starbucks' missions, values, and commitments to partners, Starbucks needs to allow its partners to have a stronger voice. We have seen record profits (up 19% to \$8.1 billion last quarter), and yet our next raise is in June. Even so, Starbucks continues to raise prices due to inflation, but they continue to neglect their partners' wages and benefits. Starbucks continues to engage in union-busting efforts to stifle partner organizing. In this context, even improvements such as the \$15/hour raise come too little too late as inflation is not waiting for June.

We do not believe in Starbucks' attempts at union-busting. Starbucks talks again and again about unity and working together, but an essential aspect of that is the partner's ability to control what happens at their store, what happens to them, and what avenues they have for recourse. We have seen Starbucks give and take countless benefits throughout the pandemic, and we fail to see why these benefits ended if we generated more profit than ever. Starbucks has taken back hazard pay, benefits related to food and drink policies, and most of their COVID restrictions despite record cases and mandatory masking for partners. Starbucks recognizes the severity of both the pandemic and the economic inflation faced by partners, but they neglect their partners and engage in union-busting when those partners demand more.

Starbucks partners work to realize our mission and serve customers. As partners, we assume the most active role in company functions, we take on the most risk, and we directly represent the image of Starbucks. Most importantly, we invest our time and labor. We are the face of the company for customers, and we deserve agency in the Starbucks we represent. We believe unionization is the best avenue for allowing us to secure that agency.

In Solidarity,

Starbucks Workers United Organizing Committee

Highway 9 and Classen, Store #55714

Norman, Oklahoma

Charlotte McCall

Griffin Stockstill

Jack MacKay

Jennifer Ramirez

Luke Mills

Portia McDonald

And others who prefer to remain anonymous