

Kevin Johnson
President & CEO
Starbucks Support Center
Seattle, Washington
United States



Dear Kevin Johnson,

We are disappointed and upset with the termination of the seven partners in Memphis who were working alongside hundreds of other partners across the country to help build a better company. This termination was blatant retaliation, and while it was meant to discourage the formation of the committee we are announcing today, it has only emboldened us and highlighted the need for this union even more. We stand with the Memphis Seven.

Starbucks partners are comprised of loyal, hard-working people. We have been deemed 'essential workers' throughout this pandemic and want the policies at the store that we love to reflect that. Our store has continually remained open despite safety concerns for partners, both due to dangerous weather and exposure to COVID-19. It is clear that keeping the store open is a higher priority than partner safety.

Being a partner throughout this pandemic has been incredibly difficult. We are not robots but humans as well. The pressure to ensure customers are always happy, customers are always right, has weighed heavily on our partners as we navigate a global pandemic. Policies continue to lack communication and transparency, and while Starbucks presents themselves as following guidelines, they fail to guide us in a direction that provides a sense of safety for partners. When incident reports are repeatedly filed, action is not taken in defense of partners. While we work to create a Third Place for any and all that come through our doors, we ask for a safe Third Place for partners as well. We at Starbucks 63rd & Grand are forming a union to ensure that Third Place for ourselves and our customers.

The company recently announced a wage increase, promising partners a minimum of \$15 per/hr starting this summer. While a promise of increased wages was met with excitement, asking for a more livable wage is the bare minimum this company should offer. We want our partners to be paid a livable wage. A wage that reflects the talent and time partners have committed to this company; a wage that empowers and makes room for partners to better themselves instead of just getting by. We will not applaud a company that gives the bare minimum and hope Starbucks will bargain in good faith to make a contract that reflects the incredible partners in OKC and nationwide.

Starbucks' mission is to improve communities one cup of coffee at a time. Respecting partners' right to organize will help us help the company accomplish this mission by enhancing the lives of our partners and raising standards across the industry. In this spirit of true partnership, we call on you to sign the Fair Election Principles attached to this letter to provide a level playing field that will enable Starbucks partners to choose whether or not to unionize without fear of reprisal.

As partners, acting with courage, challenging the status quo, and finding new ways to grow our company and each other is something we have been asked to do.

This time we challenge you, Kevin Johnson.

Your 63rd & Grand Union Committee,

Zaniel Aguirre
Nolan Badgett
Liv Brushwood
Marina Garrison
Maya Houston
Alisha Humphrey
Tobi Jimenez
Zada Klutts
Lauren Madsen
Kiana Nunez
Tori Smith
Alyssa Sperrazza
Jessica Vanek