

December 17, 2025

Brian Niccol
CEO
Starbucks Corporation

Dear Mr. Niccol:

We are writing to express concern regarding Starbucks' failure to reach a fair first contract with its baristas and to show our support for the union baristas who are on an unfair labor practice strike. We stand firmly with the baristas and we are deeply troubled by reports of renewed union busting that hinders Starbucks workers' statutory and constitutional right to organize. Many of these workers are our constituents.

In February 2024, Starbucks and Workers United announced a path forward. We were hopeful that the company would abide by this commitment and bargain in good faith with Starbucks workers who exercised their right to form a union.

We understand that the parties had been making progress towards a fair contract in 2024 and achieved 33 Tentative Agreements to date. However, we are troubled by reports that since you started your role as CEO in September 2024, the company has failed to put forward a serious economic proposal, backtracking on the previously agreed-upon path forward. This prompted Workers United to file an unfair labor practice (ULP) charge alleging Starbucks' failure to bargain in good faith and undermining the representative status of the union. Further, since December 2024, Workers United has filed over 100 new ULPs, many of which allege retaliation against union baristas for union organizing or partaking in protected union activity.

Last year, Starbucks made over \$3.6 billion in profit and paid out nearly \$4 billion in stock buybacks and dividends. Additionally, you made \$95 million in compensation for the four months you worked in 2024, roughly 6,666 times more than what your average worker was paid for the entire year. Yet, Starbucks has refused to offer new proposals and reach an agreement with its own workers, even though the gap that remains is less than one average day's sales.

We strongly urge Starbucks to reverse course, resolve its existing labor disputes, and bargain a fair contract in good faith with union baristas.

Thank you for your attention to these important issues. We look forward to your response.

Sincerely,

Kris Mayes, Attorney General, State of Arizona
Phil Weiser, Attorney General, State of Colorado
Keith Ellison, Attorney General, State of Minnesota
Letitia James, Attorney General, State of New York
Peter F. Neronha, Attorney General, State of Rhode Island
Nick Brown, Attorney General, State of Washington

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Freddy Puza, Mayor, Culver City, CA
Mayra Aguiluz, Mayor, City of Maywood, CA
Leo Williams, Mayor, City of Durham, NC
Jaime Kinder, Mayor, City of Meadville, PA
Mohamed Egal, Mayor, City of SeaTac, WA
Bethany Barnard, Mayor, City of South Bend, WA
Nigel Herbig , Mayor, City of Kenmore, WA
Chris Roberts, Mayor, City of Shoreline, WA
Bryan Kennedy, Mayor, City of Glendale, WI

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Lorena Austin, Representative, Arizona House of Representatives
Brian Garcia, Representative, Arizona House of Representatives
Mariana Sandoval, Representative, Arizona House of Representatives
Lauren Kuby, Senator, Arizona State Senate
Analise Ortiz, Senator, Arizona State Senate

California

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Sade Elhawary, Assemblymember, California State Assembly
Alex Lee, State Assemblymember, California State Assembly
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Terry Taplin, Councilmember, City of Berkeley, CA
Igor Tregub, Councilmember, City of Berkeley, CA
Jen Corn, School Board Member, Berkeley Unified School District, CA
Soli Alpert, Chair, Berkeley Rent Stabilization Board, CA
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Estefany Alejandra Castaneda, School Board Member, Centinela Union High School District, CA
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Ernesto Castillo, School Board Member, City of Inglewood, CA
Bob Blumenfield, Councilmember, City of Los Angeles, CA
Karla Griego, School Board Member, City of Los Angeles, CA
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Nichelle Henderson, Community College Trustee, Los Angeles County, CA
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Heber Marquez, Councilmember, City of Maywood, CA
Scarlet Peralta, Councilmember, City of Montebello , CA
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Hector Bustos, School Board Member, Santa Ana Unified School District, CA
Basim Elkarra, School Board Member, Twin Rivers Unified School District, CA

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Tom Sullivan , Senator, Colorado State Senate
Cathy Kipp, Senator, Colorado State Senate
Judy Amabile, Senator, Colorado State Senate
Jeff Bridges, Senator, Colorado State Senate
Chris Kolkef, Senator, Colorado State Senate
Katie Wallace , Senator, Colorado State Senate
Mike Weissman, Senator, Colorado State Senate
Shannon Bird, Representative, Colorado House of Representatives
Andy Boesenecker, Representative, Colorado House of Representatives
Lorena Garcia, Representative, Colorado House of Representatives
Junie Joseph, Representative, Colorado House of Representatives
Sheila Lieder, Representative, Colorado House of Representatives
William Lindstedt, Representative, Colorado House of Representatives
Meghan Lukens, Representative, Colorado House of Representatives
Karen McCormick, Representative, Colorado House of Representatives
Emily Sirota, Representative, Colorado House of Representatives
Brianna Titone, Representative, Colorado House of Representatives
Elizabeth Velasco, Representative, Colorado House of Representatives
Yara Zokaie, Representative, Colorado House of Representatives
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Matt Plourd, Councilmember, Town of Newington, CT

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Johanna López, Representative, Florida House of Representatives
Angie Nixon, Representative, Florida House of Representatives
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Georgia

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Josh McLaurin, Senator, Georgia State Senate
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El-Mahdi Holly, Representative, Georgia House of Representatives
Mekyah McQueen, Representative, Georgia House of Representatives
Ruwa Romman, Representative, Georgia House of Representatives
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Jonathan Guzman, School Board Member, Lawrence School Committee, MA

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Michigan

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Celia Anderson , School Board Member, City of St. Louis Park, MN

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Mississippi

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David Meuse, Representative, New Hampshire House of Representatives
Jodi K Newell, Representative, New Hampshire House of Representatives
Kris Schultz, Representative & Councilwoman, New Hampshire House of Representatives & City of Concord, NH
Brian Sullivan, Representative, New Hampshire House of Representatives

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Erik Bottcher, Councilmember, New York City, NY
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Ben Bowman, House Majority Leader, Oregon House of Representatives
Farrah Chaichi, Representative, Oregon House of Representatives
Willy Chotzen, Representative, Oregon House of Representatives
Sarah Finger McDonald, Representative, Oregon House of Representatives
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Mark Gamba, Representative, Oregon House of Representatives
Lesly Magdalena Munoz, Representative, Oregon House of Representatives
Thuy Tran, Representative, Oregon House of Representatives
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Jennifer O'Mara, Representative, Pennsylvania House of Representatives
Chris Rabb, Representative, Pennsylvania House of Representatives
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Isaiah Thomas, Majority Whip & Councilmember, City of Philadelphia, PA
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Rebecca Kislak, Representative, Rhode Island House of Representatives
Brandon Potter, Representative, Rhode Island House of Representatives

Tennessee

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Britney Thornton, County Commissioner, Shelby County, TN

Texas

Vanessa Fuentes, Mayor Pro Tem, City of Austin, TX
Candace L. Hunter, School Board Member, Austin Independent School District, TX
Jaime Resendez, Councilmember, City of Dallas, TX
Crystal Chism, Councilmember, City of DeSoto, TX
Chris Canales, Councilmember, City of El Paso, TX
Arnetta Murray, Councilmember, City of Iowa Colony, TX
Jalen McKee-Rodriguez, Councilmember, City of San Antonio, TX

Washington

Rebecca Saldaña, Senator, Washington State Senate
Noel Frame, Senator, Washington State Senate
Deb Wilson, Councilmember, City of Aberdeen, WA
Jenne Alderks , Councilmember, City of Bothell, WA
Jorge L. Barón, Councilmember, Martin Luther King County, WA
Teresa Mosqueda , Councilmember, Martin Luther King County, WA
Sarah Perry, Councilmember, Martin Luther King County, WA
Lindsey Schromen-Wawrin, Councilmember, City of Port Angeles, WA
Keith Scully, Councilmember, City of Shoreline, WA

Wisconsin

Caroline Gomez-Tom, County Supervisor, Milwaukee County, WI