

March 18, 2021

Howard Schultz  
Chief Executive Officer, Starbucks  
2401 Utah Avenue South  
Seattle, WA 98134

Dear Howard Schultz,

Today, the first Starbucks in Queens went public with their intent to organize a union! As elected officials representing this store at the local, state, and federal levels, we stand in solidarity with Starbucks partners at Astoria Blvd and 31st Street and urge you to respect their right to organize.

**In that vein, we stand with Starbucks Workers United in calling on you to sign the Fair Election Principles:**

1. The right to organize a union is a fundamental civil right essential to our democracy.
2. If partners choose to unionize, there will be no negative repercussions from management.
3. Starbucks agrees not to make any implicit threats (lawful but unethical) or explicit threats (unlawful).
4. If Starbucks holds a meeting with partners on company time to discuss unionization, then the union may hold a meeting of equal length on company time. This holds true for one-on-one meetings or any discussions that Starbucks chooses to hold with partners during the union organizing effort.
5. If Starbucks posts any anti-union material on its premises, it will provide Starbucks partners equal space to post pro-union material.
6. Starbucks management shall not bribe or threaten partners with higher or lower wages or benefits to gain support. Management will not make changes in wages and benefits that were not announced or decided upon prior to the commencement of the union campaign.
7. Principled disagreements are part of the campaign process but disparaging remarks about Workers United, the labor movement or organized workers, are not appropriate and not conducive to a spirit of mutual respect and harmony and should not be made. Additionally, ad hominem attacks against individuals are unacceptable.
8. If any partner feels they have been retaliated against in any manner due to their union activity, Starbucks will agree to resolve this immediately by a mutually agreed upon arbitrator. The partner would still have the right to go to the National Labor Relations Board.
9. A secret ballot election will be conducted by the NLRB or, if both parties agree, by an arbitrator or a neutral community organization. If at any time Starbucks Workers United secures a simple majority of authorization cards of the eligible partners within an appropriate bargaining unit, Starbucks and the union may instead have the option, if they

both agree, to recognize Starbucks Workers United as the exclusive representative of such partners via a card check election.

All workers have the right to a union and to a collective voice in the conditions of their own employment. We believe that these organizing efforts will ultimately lead to a stronger and more sustainable future for Starbucks, the workers, and our state and local communities. We believe that you can be a true partner in this mission by signing onto these principles.

Sincerely,

Handwritten signature of Carolyn Maloney in black ink.

Carolyn Maloney

Handwritten signature of Michael Gianaris in black ink.

NY State Senator Michael Gianaris, District 12  
Deputy Majority Leader

Handwritten signature of Zohran Mamdani in black ink.

NY State Assemblymember Zohran Mamdani, District 36

Handwritten signature of Tiffany Cabán in black ink.

NYC Council Member Tiffany Cabán, District 22