



Starbucks Coffee Company  
2401 Utah Avenue S  
Seattle, WA 98134

December 8, 2023

VIA EMAIL

Lynne Fox, International President  
Workers United, an affiliate of SEIU  
22 South 22<sup>nd</sup> Street  
Philadelphia, PA 19103

Re: Formal Request to Recommence Contract Bargaining

Dear Ms. Fox,

I am writing you in the hope that Workers United and Starbucks can find a way to resume bargaining at the earliest possible time.

For months now, Starbucks and Workers United have been at an impasse over how to conduct collective bargaining. I am writing in the hope to change that situation and to reaffirm our commitment to the collective bargaining process with the goal of reaching agreements in reasonable time frames.

We collectively agree, the current impasse should not be acceptable to either of us. It has not helped Starbucks, Workers United or, most importantly, our partners. In this spirit, we are asking for your support and agreement to restart bargaining.

If you are agreeable, we commit to the following and ask that Workers United does the same.

- We will treat each bargaining participant with dignity and respect.
- We will refrain from any disparaging, profane, threatening, discriminatory, or abusive language, gestures, or conduct.
- We will protect our workplace culture founded on inclusion, diversity, and equity.
- We will schedule sessions to ensure partners at each store have an opportunity to participate.
- We will conduct sessions without video or audio feeds or recording so that all participants are comfortable with open, honest discussions.

- We will agree to maintain the confidentiality of personal information and personnel matters.
- We will be professional and work together to find resolutions to partner concerns.
- We will set as an ambition and hopeful goal the completion of bargaining and the ratification of contracts in 2024.

We are proposing that bargaining resume with a set of representative stores in January 2024, and we are open to hearing other ideas and rules of engagement on how bargaining could proceed.

We are sincere in this proposal and hope that we can begin the bargaining process that will allow Starbucks and the union to best prioritize our partners.

Respectfully,

A handwritten signature in black ink, appearing to read 'Sara Kelly', with a large, stylized flourish at the end.

*Sara Kelly*  
*evp and chief partner officer*

**STARBUCKS®**

CC: May Jensen, svp, Partner Resources, Starbucks

Partners in U.S. company-operated union-represented stores by way of back-of-house post