

Congress of the United States

Washington, DC 20510

November 10, 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. Disturbingly, we have heard that the company has returned to union busting, which has impeded the ability of Starbucks workers—many of whom are our constituents—to exercise their statutory and constitutional right to organize. Given that it is the policy of the United States to encourage collective bargaining under the National Labor Relations Act, we urge Starbucks to end its union busting and bargain in good faith to reach a fair contract with its employees.

In February 2024, Starbucks and Workers United announced a path forward to commit to negotiating a foundational framework for contracts, establishing a fair process for organizing, and resolving outstanding legal issues. 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.

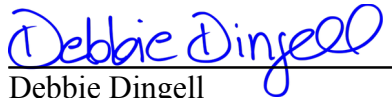
As you well know Starbucks is not a poor company. Last year Starbucks made over \$3.6 billion in profit and paid out nearly \$5 billion in stock buybacks and dividends. In fact, in the first 3 quarters of the year, Starbucks made \$1.7 billion in profit and paid out over \$2 billion in dividends. Last year, 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.

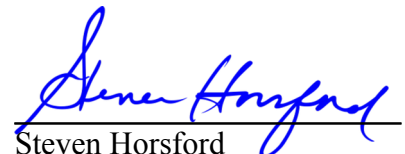
Despite that extravagant spending on executives and shareholders, Starbucks still has yet to reach an agreement with its own workers. To make matters worse, Starbucks recently began closing stores across the country and laying off hundreds of workers as part its \$1 billion restructuring plan. It is clear that Starbucks has the money to reach a fair agreement with its workers.

Accordingly, we want to know how Starbucks, in accordance with the law, will reverse course from its current posture, resolve its existing labor disputes, and bargain a fair contract in good faith with these employees.

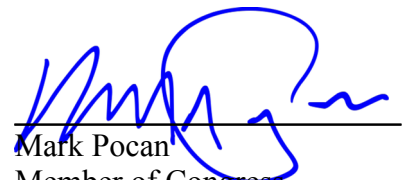
Thank you for your attention to these important issues. We look forward to your response.

Sincerely,


Debbie Dingell
Member of Congress
Co-Chair, Congressional
Labor Caucus


Steven Horsford
Member of Congress
Co-Chair, Congressional
Labor Caucus


Donald Norcross
Member of Congress
Co-Chair, Congressional
Labor Caucus

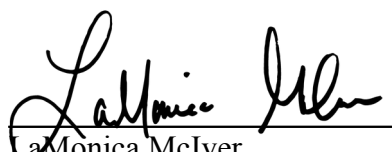

Mark Pocan
Member of Congress
Co-Chair, Congressional
Labor Caucus


Pramila Jayapal
Member of Congress


Dan Goldman
Member of Congress


Rashida Tlaib
Member of Congress

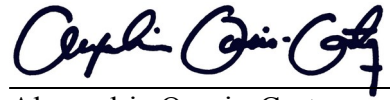

Lateefah Simon
Member of Congress


LaMonica McIver
Member of Congress

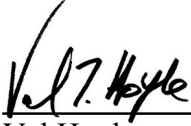

Eleanor Holmes Norton
Member of Congress



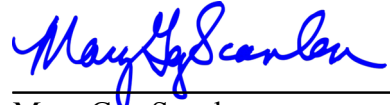
André Carson
Member of Congress



Alexandria Ocasio-Cortez
Member of Congress



Val Hoyle
Member of Congress



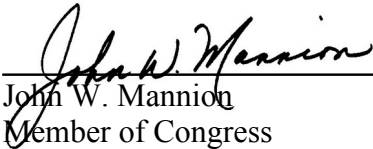
Mary Gay Scanlon
Member of Congress



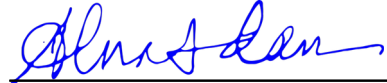
James P. McGovern
Member of Congress



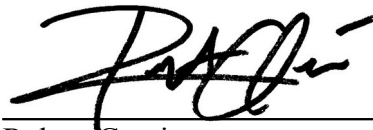
Chris Deluzio
Member of Congress



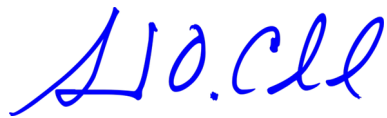
John W. Mannion
Member of Congress



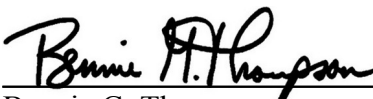
Alma S. Adams, Ph.D.
Member of Congress



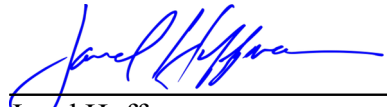
Robert Garcia
Member of Congress



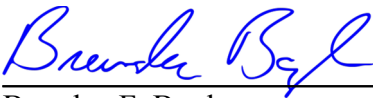
Salud Carbajal
Member of Congress



Bennie G. Thompson
Member of Congress



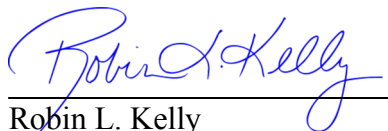
Jared Huffman
Member of Congress



Brendan F. Boyle
Member of Congress



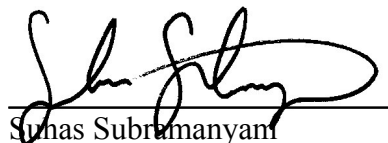
Dina Titus
Member of Congress



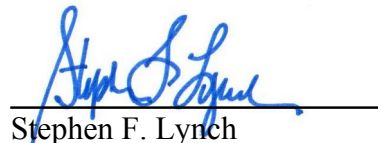
Robin L. Kelly
Member of Congress



Summer L. Lee
Member of Congress



Subhas Subramanyam
Member of Congress



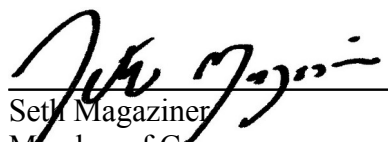
Stephen F. Lynch
Member of Congress



John Garamendi
Member of Congress



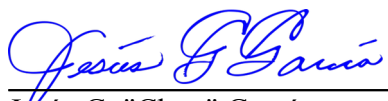
Kevin Mullin
Member of Congress



Seth Magaziner
Member of Congress



Ro Khanna
Member of Congress



Jesús G. "Chuy" García
Member of Congress



Maxine Dexter
Member of Congress



Dwight Evans
Member of Congress



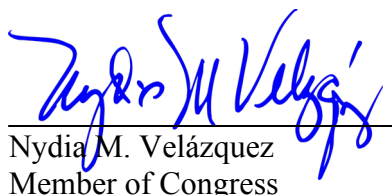
Greg Casar
Member of Congress



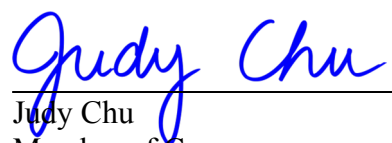
Mark DeSaulnier
Member of Congress



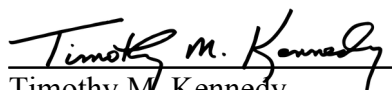
Emily Randall
Member of Congress



Nydia M. Velázquez
Member of Congress



Judy Chu
Member of Congress



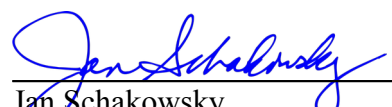
Timothy M. Kennedy
Member of Congress



Delia C. Ramirez
Member of Congress



Shri Thanedar
Member of Congress



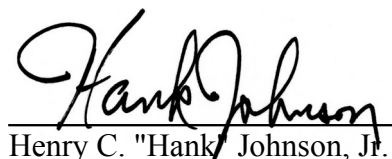
Jan Schakowsky
Member of Congress



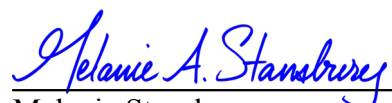
Diana DeGette
Member of Congress



Maxwell Alejandro Frost
Member of Congress



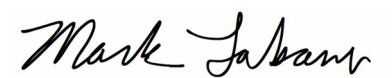
Henry C. "Hank" Johnson, Jr.
Member of Congress



Melanie Stansbury
Member of Congress



Ayanna Pressley
Member of Congress



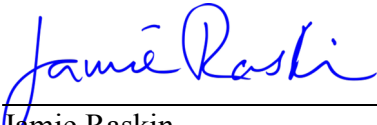
Mark Takano
Member of Congress



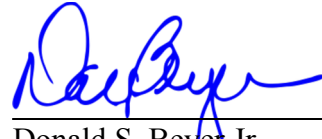
Ilhan Omar
Member of Congress



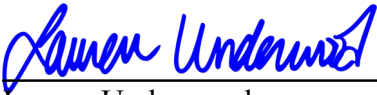
Sydney Kamlager-Dove
Member of Congress



Jamie Raskin
Member of Congress



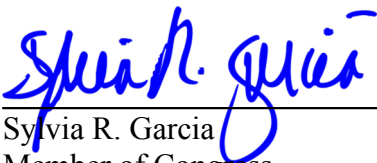
Donald S. Beyer Jr.
Member of Congress



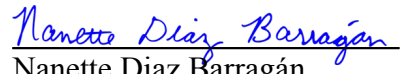
Lauren Underwood
Member of Congress



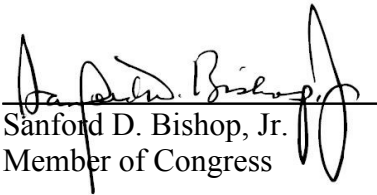
Yassamin Ansari
Member of Congress



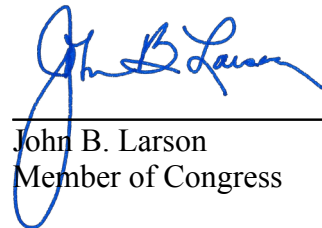
Sylvia R. Garcia
Member of Congress



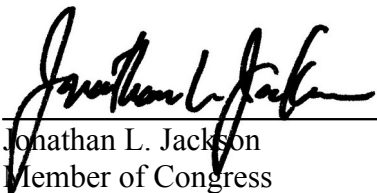
Nanette Diaz Barragán
Member of Congress



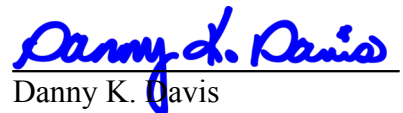
Sanford D. Bishop, Jr.
Member of Congress



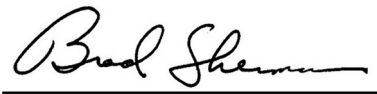
John B. Larson
Member of Congress



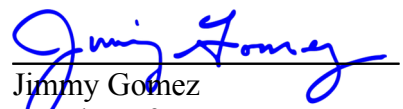
Jonathan L. Jackson
Member of Congress



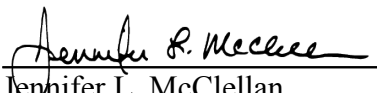
Danny K. Davis
Member of Congress



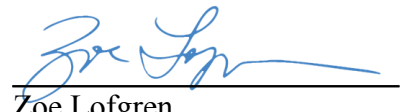
Brad Sherman
Member of Congress



Jimmy Gomez
Member of Congress



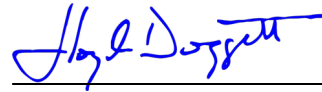
Jennifer L. McClellan
Member of Congress



Zoe Lofgren
Member of Congress



Rosa L. DeLauro
Member of Congress



Lloyd Doggett
Member of Congress



Raja Krishnamoorthi
Member of Congress



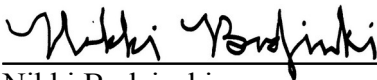
Thomas R. Suozzi
Member of Congress



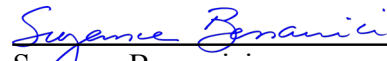
Ted W. Lieu
Member of Congress



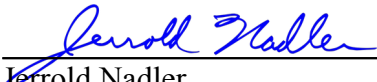
Gabe Amo
Member of Congress



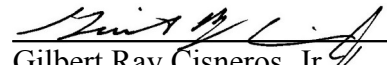
Nikki Budzinski
Member of Congress



Suzanne Bonamici
Member of Congress



Jerrold Nadler
Member of Congress



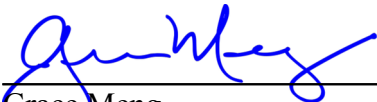
Gilbert Ray Cisneros, Jr.
Member of Congress



Chellie Pingree
Member of Congress



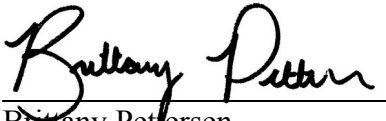
Gwen S. Moore
Member of Congress



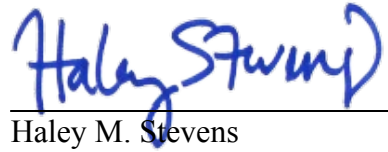
Grace Meng
Member of Congress



Froy A. Carter, Sr.
Member of Congress

A handwritten signature in black ink that reads "Brittany Pettersen". The signature is fluid and cursive, with the first name being more prominent.

Brittany Pettersen
Member of Congress

A handwritten signature in blue ink that reads "Haley Stevens". The signature is fluid and cursive, with the first name being more prominent.

Haley M. Stevens
Member of Congress