



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

Dear Kevin,

In solidarity with our partners in Buffalo, Broomfield, Boston, Knoxville, Mesa, and all others organizing nationwide, we believe no true partnership can exist without the sharing of power, success, and accountability. We are organizing a union at our store because we believe it is the most meaningful and effective way to ensure our voices are heard and to use those voices to contribute to our partnership with the company.

Starbucks partners invest their safety, time, and well-being to serve at the forefront of the customer service industry, and this has been especially true during the COVID-19 pandemic. Even while working in the midst of an ongoing health crisis, we do not feel we have been adequately cared for in terms of consistent guidelines or effective safety measures. Additionally, we believe that new partners are rushed through the training process instead of being given a careful, thorough introduction to the expansive environment of Starbucks. These experiences have often been leading to burnout, disillusionment, and a feeling that rather than being considered “partners”, we are simply cogs in a machine. However, we know we can all do better.

By organizing this union, we believe we will bring out the best in ourselves, our fellow partners, and Starbucks as a whole. Our organizing committee is full of passionate, dedicated people in the Cleveland community, some of whom have invested many years into this company already and some of whom would like to see their time manifest in a sustainable career. We come together with a common belief: that Starbucks can be at the forefront of demonstrating true partnership with its employees, and that we can all be part of this transformation.

Starbucks’ mission statement is “to inspire and nurture the human spirit - one person, one cup and one neighborhood at a time”. We at store 2390 believe there is no better way for the company to fully live its mission statement than through accountability and by respecting partners’ right to unionize. In the spirit of accountability, we call on you to uphold our company values by signing the Fair Elections Principles attached to this letter. The Fair Elections Principles will give partners at store 2390 a level playing field when deciding whether or not to unionize without fear of retribution.

We see unionizing as the best way to achieve true partnership beyond just the title of “partner”. Through this union, we are committing to our goals of improving our own work lives, establishing equity and equality within our store and the company, and doing our part to move the company forward. By signing onto these principles, Starbucks can prove itself as a partner alongside us in this commitment. We are all proud to call ourselves Starbucks Partners and intend to carry out the values of the company to the best of our ability while holding firm to our beliefs in opportunity, justice, and a voice for all.

In Solidarity,
Starbucks Workers United Committee at
Starbucks #2390, Cleveland OH

Maddie VanHook
Joseph Nappi
Brittany Groff
Cara Rovella
Tom Rappa
Skyy Powell
Elora Cline
Margaret Adams
Cassanova Glover
Kate Gammons-Nardi
Kaitlyn Surgenor
Sol Fine