

United States Senate
WASHINGTON, DC 20510-4704

November 12, 2025

Mr. Brian Niccol
Chief Executive Officer
Starbucks Corporation
2401 Utah Avenue South
Seattle, WA 98134

Dear Mr. Niccol,

I write to you today regarding the status of collective bargaining negotiations between Starbucks Corporation (Starbucks) and Starbucks Workers United (SBWU). I was cautiously optimistic that Starbucks and SBWU would come to an agreement following the February 27, 2024 announcement that the company and union had agreed to a “Path Forward” on negotiations.¹ However, more than a year and a half later, a completed collective bargaining agreement has yet to be finalized. I ask that Starbucks return to the table to negotiate in good faith, so that the workers at the 655 unionized stores, including 38 stores in Washington, can realize their first collective bargaining agreement.²

The fight for union recognition began almost four years ago with the first Starbucks location’s unionization vote in 2021. During its organizing drive, the union filed more than 1,000 unfair labor practice charges against the company.³ Reports indicate that while the parties have made progress on negotiations—reaching 33 tentative agreements—these negotiations have stalled with no agreement on compensation nor on resolving the outstanding unfair labor practice charges.⁴ Throughout this period, I’ve heard from constituents, who exercised their right to come together to advocate for better pay and safe working conditions. The urgency of continuing negotiations has only become greater with the November 5, 2025 announcement of SBWU successful strike authorization vote ahead of the holiday season.

I believe that the time to come to an agreement has long passed and urge you to immediately come to the table. I look forward to a serious agreement that provides over 12,000 unionized

¹ <https://sbworkersunited.org/workers-united-and-starbucks-agree-on-path-forward/>;
<https://about.starbucks.com/press/2024/message-from-sara-starbucks-and-workers-united-agree-on-path-forward/>.

² <https://perfectunion.us/map-where-are-starbucks-workers-unionizing/>; <https://sbworkersunited.org/map/>.

³ <https://www.americanprogress.org/article/the-fight-to-unionize-starbucks-by-the-numbers/>.

⁴ <https://inthesetimes.com/article/starbucks-union-bargaining-sbwu-strike-lynn-fox-nicchols>.

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COMMITTEES:
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AND PENSIONS
VETERANS' AFFAIRS

Starbucks workers across the country with fair pay and working conditions.⁵ I appreciate your timely consideration of this important matter.

Sincerely,



Senator Patty Murray

⁵ <https://sbworkersunited.org/our-fight/>.