



To: Starbucks

We are organizations that fight for the rights of LGBTQ people, immigrants and people of color. In the past year and a half, Starbucks has emphasized its renewed commitment to equity, inclusion and diversity. We are concerned, however, that at Starbucks stores at airports across the country, which are operated by HMSHost, Starbucks' commitment to creating the "third place" – "public spaces where everyone feels like they belong," is not being realized.

In multiple airports, including Orlando, Denver, Honolulu, Portland, and Indianapolis, **LGBTQ+ workers report repeated misgendering, as well as transphobic and offensive comments from managers.**

From September 2019 through February 2020, UNITE HERE conducted a survey of 309 out of an estimated 2,512 Starbucks workers employed by HMSHost at 29 airports in the United States. **More than 1 in 4 immigrant workers surveyed have been told to stop speaking their preferred language at work.**

In November 2019, Starbucks announced that in the U.S., the median pay ratio is 100% for people of color. However, based on data from between February and October 2019, across HMSHost-operated Starbucks stores in 27 airports across the United States, **the median wage for white baristas was \$13 an hour, while the median wage for Black baristas was \$11.15 an hour.** When Starbucks closed all its corporate stores for a racial bias training in 2018, HMSHost did not close the Starbucks stores it operates in airports.

In order to address these problems and improve their lives, Starbucks workers employed by HMSHost have started to organize a union along with their coworkers at other HMSHost outlets at airports across the country. Many of these workers are immigrants, people of color and LGBTQ people. We believe an anti-union campaign would likely accentuate the fear that many of these workers experience in the current political climate, and create a workplace atmosphere counter to Starbucks' stated corporate goals of equity, inclusion and diversity.

HMSHost operates every Starbucks store in North American airports. We call on Starbucks to use whatever power it has to ensure these issues are resolved at HMSHost-operated Starbucks' stores across the United States.

Signed,

One Orlando Alliance
QLatinx
National LGBTQ Task Force
Repairers of the Breach
One Colorado
African Communities Together
The Transgender Law Center
National Center for Transgender Equality
Adhikaar

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Alliance for Fair Food
Basic Rights Oregon
CASA
CenterLink, The Community of LGBT Centers
Centro de los Derechos del Migrante
Coalition of Immokalee Workers
Colorado Immigrant Rights Coalition
Equality Federation
Equality Florida
Familia: Trans Queer Liberation Movement
Florida Immigrant Coalition
Foodchain Workers Alliance
Global Faith and Justice Project
Hope CommUnity Center
Interfaith Worker Justice
International Labor Rights Forum
Justice for Muslims Collective
Justice in Motion
Jobs with Justice
Kairos Center for Religions, Rights, and Social Justice
Migrant Justice
National Lawyers Guild
One America
Organize Florida
Partners for Dignity & Rights
Pride at Work
Poder Latinx
Step Up Louisiana
The International Commission for Labor Rights
TranslatinX
T'ruah: The Rabbinic Call for Human Rights
Transgender Legal Defense & Education Fund
Undocublack
United Students Against Sweatshops
UTOPIA Seattle
Worker Rights Consortium
Washington Immigrant Solidarity Network
Workplace Justice Project at Loyola Law Clinic