

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Starbucks Corporation	b. Tel. No. 206-318-2212
	c. Cell No.
d. Address (Street, city, state, and ZIP code) 5964 N. Ridge Ave Chicago, IL 60660	f. Fax No.
	e. Employer Representative Laxman Narisimhan, CEO and Mark Uychoco, Store Manager
i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop	g. e-mail lnarasimhan@starbucks.co
	h. Number of workers employed 9000
j. Identify principal product or service Food and Beverage	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment A. The Union urgently requests injunctive relief under Section 10(J) of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United	
4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. 646-448-6414
	4c. Cell No.
	4d. Fax No. 215-575-9065
	4e. e-mail rminter@pjbwu.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United, a/w Service Employees International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
Betty Grdina <i>(signature of representative or person making charge)</i>	Betty Grdina, Mary Carlson, Daniel Rosentha <i>(Print/type name and title or office, if any)</i>
1629 K St NW, Ste 1050, Washington, DC 20006 Address	Tel. No. 202-960-1651 Office, if any, Cell No.
Date 10/19/2023	Fax No. 202-496-0555
	e-mail bgrdina@jamhoff.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment A to Amended Charge Against Employer

Section 2, Basis of Charge

Since on or about October 12, 2023, the Employer violated the Act by sharing a list of unionized stores with the Orthodox Jewish Chamber of Commerce (OJCC), for the purpose of initiating a boycott of unionized stores. The Employer's unlawful actions were undertaken with the intention of inciting fear of workplace violence and retaliation against employees and customers, for the purpose of chilling support for the Union. The Employer's actions also unlawfully chill support for the Union by threatening the closure of Union stores. The Employer stated it is "taking a firm stand against the 300 union stores," and shared a list of the Union stores, impacting 9000 union employees with OJCC for the boycott. See, <https://www.ojchamber.com/detailsnews/howardshultzandstarbuckscorporateteamworktogetherwithorthodoxjewishchamberofcommercetoidentifyunionownedstoresandtakelegalactiononitssupportofhamas>.

The employees' fears of workplace violence are not unfounded due to the current climate in the United States of heightened emotions around the conflict in the Middle East. The Employer is using the current global tragedy against its own employees to chill support for the Union.

The Union **urgently** requests injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

Below is the list of unionized stores that the Employer provided to the OJCC for the purpose of initiating a boycott of unionized stores:

Alabama:

- 308 20th St South Suite 100 Birmingham, AL 35233

Arizona:

- 1222 S Crismon Rd 101 Mesa, AZ 85209
- 6807 E Baseline Rd #102 Mesa, AZ 85209
- 10585 W Indian School Rd, Avondale, AZ 85392

California:

- 745 Ocean Street Santa Cruz, CA 95060
- 3390 E. 7th Street Long Beach, CA, 90804
- 4833 Candlewood Street Lakewood, CA 90712
- 138 S. Central Avenue Los Angeles, CA 90012
- 1955 41st Avenue Space A-1 Capitola, CA 95010
- 1901 Mission Street Santa Cruz, CA 95060
- 2035 E. Katella Ave Anaheim, CA 92806

Colorado:

- 2800 Rock Creek Circle, A1 Superior, CO 80027
- 2975 E Colfax Ave Denver, CO 80206

- 303 16th Street Ste. 100 Denver, CO 80202
- 1455 S Nevada Ave Colorado Springs, CO 80905
- 5835 Leetsdale Drive Denver, CO 80224
- 4465 Centennial Blvd Colorado Springs, CO 80907
- 250 Columbine 160 Denver, CO 80206

Connecticut:

- 1449b New Britain Ave West Hartford CT 06110

Florida:

- 2800 Rock Creek Circle, A1 Tallahassee, FL 32303
- 52 Curtiss Pkwy, Miami Springs, FL 33166
- 11441 San Jose Blvd, Jacksonville, FL 32223
- 1980 San Marco Blvd. Jacksonville, FL 32207
- 305 Mitchell Hammock Road Oviedo, FL 32765

Georgia:

- 228 Robert C Daniel Parkway Augusta GA 30909
- 1801 Howell Mill Rd Atlanta, GA 30318

Illinois:

- 620 Northwest Hwy Cary IL 60013
- 1200 West Main St. Peoria IL 61606
- 5964 N Ridge Ave Chicago, IL 60660
- 1070 W. Bryn Mawr Ave. Chicago, IL 60660
- 1174 East 55th Street Chicago, IL 60615
- 2101 W. Armitage Avenue Chicago IL, 60647

Kansas:

- 10201 West 75th Street Overland Park Kansas 66204
- 1731 W 23rd Street Lawrence, KS 66046

Kentucky:

- 12911 Factory Lane Louisville, KY 40245

Louisiana:

- 7700 Maple Street New Orleans, LA 70118

Maryland:

- 1209 North Charles Street Baltimore MD 21201
- 1700 W Nursery Rd Linthicum Heights, MD 21090-2907
- 16806 Georgia Ave Olney, MD 20832
- Rt 1 Bel Air Plaza 563 Baltimore Pike Bel Air, MD 21014
- 450 Thompson Creek Rd Stevensville, MD 21666
- 5350 Campbell Boulevard Suite A White Marsh, MD 21236

Massachusetts:

- 219 Western Avenue Allston MA 02134
- 1948 Beacon St Brighton MA 02135
- 330 Brookline Ave Boston MA 02215
- 75 Mt Auburn St Watertown MA 02472
- 655 Massachusetts Ave Cambridge MA 02139
- 1304 Commonwealth Avenue Boston MA 02134
- 474 Woodward Street Waban, MA 02468
- 627 Tremont St Boston, MA 02118
- 874 Commonwealth Ave Boston, MA 02215
- 11 E Central St Worcester, MA 01605
- 174 Littleton Road Westford, MA 01886
- 443 Boylston Street Boston, MA 02116
- 277 Harvard Street Brookline, MA 02445

Michigan:

- 187 Monroe Ave NW Grand Rapids, MI 49503
- 2480 Burton St SE Grand Rapids, MI 49546
- 4585 Washtenaw Ave Ann Arbor, MI 48108
- 300 South Main Street Ann Arbor, MI 48104
- 120 S. Zeeb Rd Suite 101 Ann Arbor, MI 48103
- 222 S State Ann Arbor, MI 48104
- 17410 Hall Road 174 Clinton Township, MI 48038
- 2624 Lake Lansing Rd Lansing, MI 48912
- 1214 South University Ave Ann Arbor, MI 481040
- 3243 Miller Rd Flint, MI 48507
- 1141 E. Grand River East Lansing, MI 48823

Minnesota:

- 300 Snelling Suite C St. Paul MN 55105
- 4712 Cedar Ave Minneapolis MN 55407
- 3704 Silver Lake Rd NE St. Anthony, MN 55421

Missouri

- 18710 E. 39th St Independence, MO 64057
- 1500 S. Lindbergh Blvd. Ladue, MO 63131

Nueva Jersey:

- 1087 Whitehorse Ave Hamilton Township NJ 08610
- 2 Beechwood Rd Summit NJ 07901
- 800 A Denow Road Pennington NJ 08534

New York:

- 4255 Genesee St Ste 100 Buffalo NY 14225
- 402 College Avenue Suite 402 Ithaca NY 14850
- 722 S Meadow St Ithaca NY 14850

- 130 E. Seneca Street Ithaca NY 14850
- 1394 Mount Hope Ave Rochester NY 14620
- 2750 Monroe Avenue Rochester NY 14618
- 235 Delaware Ave Buffalo NY 14202
- 4920 Transit Rd Depew NY 14043
- 933 Elmwood Avenue Buffalo NY 14222
- 8973 Bay Parkway Brooklyn NY 11214
- 13-25 Astor Place New York NY 10003
- 61 9th Ave New York NY 10011
- 4301 Merrick Road Massapequa NY 11758
- 1775 Walden Ave Ste 500 Cheektowaga, NY 14225
- 3186 Sheridan Drive 100 Amherst NY 14226
- 594 New Loudon Rd, Latham, NY 12110-4053
- 5165 Main Street Williamsville, NY 14221
- 30-18 Astoria Blvd NY, NY 11102
- 126 West Rockland Plaza Nanuet, NY 10954
- 914 Old Country Road Garden City, NY 11530
- 1475 Western Avenue Albany, NY 12203

North Carolina:

- 1700 Blowing Rock Road Boone NC 28607

Ohio

- 1374 W 6th St Cleveland, OH 44113
- 88 East Broad Street Columbus, OH 43215

Oklahoma:

- 132 NW 23rd Street Oklahoma City, OK 73103
- 3616 N May Avenue Oklahoma City OK, 73112

Oregon:

- 495 West 7th Avenue Suite 1 Eugene OR 97401
- 1895 Franklin Blvd Eugene OR 97403
- 2830 Willamette St Eugene OR 97405
- 1395 University St Eugene OR 97403
- 1115 Valley River Dr Eugene, OR 97401
- 3110 W 11th Ave, Eugene, OR 97402
- 2880 SE Powell Blvd Portland, OR 97202
- 555 S.W. Oak Street Portland, OR 97204
- 2328 W. Burnside, Suite #2 Portland, OR 97210
- 525 NE Grand Avenue Portland, OR 97232
- 7001 SE Milwaukee Ave Portland, OR 97202
- 16175 SW Walker Road Beaverton, OR 97006
- 2933 SW Cedar Hills Blvd Beaverton, OR 97005
- 7315 SW Garden Home Road Portland, OR 97223
- 3003 N Delta Hwy 301 Eugene, OR 97408

- 100 SW Main St.125 Portland, OR 97204
- 12235 N. Center Ave Portland, Oregon 97217

Pennsylvania:

- 4765 Liberty Ave Pittsburgh PA 15224
- 1900 Market St Philadelphia, PA 19103
- 600 9th Street Philadelphia PA, 19147
- 3901 Walnut St Philadelphia, PA 19104
- 3400 Civic Center Boulevard Philadelphia, PA 19104
- 7 Market Sq Pittsburgh, PA 15222
- 4022 Fifth Ave Pittsburgh, Pennsylvania 15213
- 1400 East Carson Street Pittsburgh, PA 15203

South Carolina

- 3915 Pelham Rd Greenville SC, 29615
- 3009 Millwood Avenue Melrose Heights Columbia, SC 29205
- 4686 Clemson Boulevard Anderson, SC 29621

Tennessee:

- 116 Merchant Dr Knoxville TN 37912
- 7803 Montvue Center Way Knoxville, TN 37919
- 3388 Poplar Avenue Memphis, TN 38111

Texas:

- 4400 N Lamar Ste 104 Austin, TX 78756
- 504 W 24th St Suite B Austin, TX 78705
- 2639 NW Loop 410, Suite 106 San Antonio, Texas 78230

Utah:

- 7025 S Highland Drive Cottonwood Heights, Utah 84121

Virginia:

- 1601 Willow Lawn Dr. Richmond VA 23230
- 2003 S Main St Farmville VA 23901
- 3046 Gatehouse Plaza Falls Church VA 22042
- 526 E. Market Street Leesburg VA 20176
- 6980 Forest Hill Ave Richmond VA 23235
- 2059 Huguenot Road Richmond VA 23235
- 15605 WC Commons Way Bldg 10 Midlothian VA 23113
- 11136 Midlothian Turnpike North Chesterfield VA 23235
- 340 Oyster Point Road Newport News, VA 23602

Washington State:

- 9999 Holman Rd NW Seattle WA 98117
- 1301 Cooper Point Rd SW Olympia WA 98502
- 101 Broadway East Seattle WA 98102

- 1124 Pike St Seattle WA 98101
- 2344 Eastlake Ave E, Seattle, WA 98102
- 5300 Capitol Blvd SE Tumwater, WA 98501
- 3625 Broadway Everett, WA 98201
- 425 Pike St Seattle, WA 98101
- 505 5th Ave South Seattle, WA 98104
- 1600 E Olive Wy Seattle, WA 98102

Wisconsin:

- 8880 South Howell Ave. Oak Creek WI 53154
- 120 Crossroads Dr Plover, WI 54467
- 631 W. Northland Ave. Appleton, WI 54911

PROOF OF SERVICE OF UNFAIR LABOR PRACTICE

I hereby certify that I am over 18 years old, not a party to this action, and that I have this 19th day of October 2023 e-filed the attached Unfair Labor Practice Charge Against Employer – Starbucks Corporation with the NLRB and served a copy upon the parties as follows:

By electronic mail:

Mark Uychoco
Us1614581@starbucks.com

Store Manager of 5964 N. Ridge Ave., Chicago, IL

Laxman Narisimhan
lnarasimhan@starbucks.com
laxman.narasimhan@starbucks.com

CEO of Starbucks Corporation

I declare under penalty of perjury under the laws of the District of Columbia that the foregoing is true and correct.

Dated, this 19th day of October, 2023, in the District of Columbia.

/s/ Betty Grdina
Betty Grdina
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