



Sean Parker

Metro Council Member

May 19, 2026

Starbucks Corporation
Brian Niccol, CEO
50 Peabody Street
Nashville, TN 37210

Dear Mr. Niccol,

As representatives of the people of Nashville, we take immense pride in our city's rich history, thriving hospitality industry, and ethos that we take care of our own. Nashville is a city on the move, and our growth is fueled by working people across our city who deserve to be treated with dignity and respect.

We recognize the opening of Starbucks' Nashville offices is a significant addition to our local economy. We're thrilled to welcome your employees, the additional jobs, and the increased investment your presence will bring to our community. As we celebrate your company's commitment to our city, we also share our expectation that you will recognize all Nashvillians' value, respect working people, and obey local and federal laws.

We are proud to foster a pro-business climate in our city and state. At the same time, we must be clear that being pro-business or lower-cost than other locations is not an invitation to take advantage of our residents, pay unlivable wages, or interfere with workers' legal right to organize.

To that end, we have serious concerns regarding Starbucks' longstanding record of federal labor law violations and failure to finalize a strong contract with union baristas.

We believe that the right to organize and collectively bargain is a fundamental pillar of a fair economy—and one that is essential to supporting the working people at the heart of our city. This commitment to working people is why we expect you, your fellow executives, and leaders in your new Nashville office to ensure your company fully respects the rights of partners here and across the country to organize without interference.

We are aware that Starbucks is the biggest violator of labor law in modern history by several measures, with more than 1,100 unfair labor practice (ULP) charges filed. That includes hundreds of charges that have been found meritorious and more than 650 that remain unresolved, including new charges filed in recent months—many of which directly impact Nashville baristas.

We are also aware that Starbucks has failed to finalize a fair union contract with more than 12,000 union baristas, including those based in Tennessee. The most meaningful way Starbucks can demonstrate respect for Nashville's workforce is by engaging in good-faith negotiations, settling a fair union contract, and obeying federal labor laws.

We believe your arrival in Nashville presents an opportunity to change course and demonstrate your commitment to the baristas who make the Starbucks experience what it is. We want to see our constituents thrive in their roles from coffeehouses to Peabody Union, supported by a company that values their voice and their labor. We look forward to seeing Starbucks honor the values of our city.

Sincerely,

Sean Parker, District 5 Council Member



Delishia Porterfield, Council Member At Large



Rollin Horton, District 20 Council Member



Zulfat Suara, Council Member At Large



Tom Cash, District 18 Council Member



Jordan Huffman, District 14 Council Member



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Clay Capp, District 6 Council Member



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Sandra Sepulveda, District 30 Council Member



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Sandy Ewing, District 34 Council Member



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