

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

STARBUCKS CORPORATION

and

WORKERS UNITED

Cases 14-CA-294830  
14-CA-296504  
14-CA-296656  
14-CA-297531  
14-CA-299315  
14-CA-299819  
14-CA-308427  
14-CA-311977

ORDER

On May 26, 2023, the General Counsel filed with the Board a request for special permission to appeal and an appeal from Administrative Law Judge Geoffrey Carter's order approving Starbucks Corporation's (the Respondent's) proposed consent order over the objections of the General Counsel and Workers United (the Union). On June 16, 2023, the Union filed a separate request for special permission to appeal and an appeal of the judge's order. The Respondent filed oppositions on June 2 and June 23, 2023, respectively.

While the appeals were pending, the Board issued its decision in *Metro Health, Inc. d/b/a Hospital Metropolitan Rio Piedras*, 373 NLRB No. 89 (2024), overruling *UPMC and its Subsidiary, UPMC Presbyterian Shadyside*, 365 NLRB 1418 (2017), and ending retroactively its practice of allowing cases to be resolved through consent order. In light of that decision, we grant the General Counsel's and the Union's requests for permission, grant the appeals on the merits, set aside the consent order, and remand the matter to the judge for further action consistent with this Order.<sup>1</sup>

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<sup>1</sup> Members Murphy and Mayer did not participate in *Hospital Metropolitan Rio Piedras* and express no view on whether it was correctly decided. They apply it for institutional reasons for the purpose of deciding this case.

Dated, Washington, D.C. February 26, 2026.

DAVID M. PROUTY, MEMBER

JAMES R. MURPHY, MEMBER

SCOTT A. MAYER, MEMBER