

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
DIVISION OF JUDGES

STARBUCKS CORPORATION

and

Case 12-CA-358230

WORKERS UNITED, SOUTHERN
REGIONAL JOINT BOARD
a/w SERVICE EMPLOYEES
INTERNATIONAL UNION

Darma A. Wilson, Esq.
for the General Counsel

Charles A. Powell and Dru Selden, Esqs.
for the Respondent

Richard P. Rouco, Esq.
for the Charging Party

DECISION

STATEMENT OF THE CASE

MICHAEL P. SILVERSTEIN, Administrative Law Judge. In this case, the General Counsel alleges that Starbucks Corp. violated Section 8(a)(5) of the Act by enforcing a dress code rule concerning facial piercings that had not previously been enforced at Store 8804 in Tallahassee, Florida. Essentially, the complaint alleges that the Employer committed an unlawful unilateral change because employees at Store 8804 are represented by Workers United and the parties were engaged in first contract negotiations, but no agreement had been reached when the Employer started enforcing its facial piercing rule in July 2024. For the reasons set forth below, I find that the Employer has violated the Act as alleged in the complaint.

On January 13, 2025, Workers United, Southern Regional Joint Board a/w Service Employees International Union (the Union or Charging Party) filed an unfair labor practice charge against Starbucks Corporation (the Employer or Respondent) docketed by Region 12 of

the Board as Case 12-CA-358230. A Complaint and Notice of Hearing issued on April 10, 2026, and Respondent filed its Answer to the Complaint on April 23, 2026.¹

A trial was conducted in this matter on July 28, 2026, in Tallahassee, Florida. At trial, all parties were afforded the right to call, examine, and cross-examine witnesses, to present any relevant documentary evidence, and to argue their respective legal positions orally.² Counsel for the General Counsel, Respondent, and the Charging Party filed post-hearing briefs.

On the entire record, including my observation of the demeanor of the witnesses, and after carefully considering the briefs, I make the following:

FINDINGS OF FACT

JURISDICTION

Respondent admits, and I find, that it is a Washington corporation headquartered in Seattle, Washington and is engaged in the operation of facilities selling food and beverages throughout the United States, including a store located at 1703 West Tennessee Street in Tallahassee, Florida. Respondent also admits, and I find that it derived gross revenues in excess of \$500,000 and purchased and received at its stores located in the State of Florida, goods valued in excess of \$50,000 directly from points outside the State of Florida. Thus, I find that the Employer has been an employer engaged in commerce within the meaning of Sections 2(2), (6), and (7) of the Act. Additionally, Respondent admits, and I find, that from February 16, 2022, through the present, the Union has been a labor organization within the meaning of Section 2(5) of the Act.

Based on the foregoing, I find that this dispute affects commerce and that the Board has jurisdiction over this case, pursuant to Section 10(a) of the Act.

ALLEGED UNFAIR LABOR PRACTICES

This case involves Starbucks Store #8804, which is in Tallahassee, Florida. (Tr. 22-23). Since September 27, 2022, the baristas and shift supervisors at this store have been represented by the Charging Party as the employees' exclusive collective-bargaining representative. (Tr. 97-98). To date, the Employer and Charging Party have not reached a first contract. (Tr. 183).

The Employer's Facial Piercing Policy

The Employer's Partner Guide is the employee handbook for baristas, which contains a series of policies governing store employees' conduct and dress. (Tr. 59, 136). Most relevant to

¹ Region 12 issued a First Amendment to the Complaint on July 8, 2026, and a Second Amendment to the Complaint on July 23, 2026. The Employer filed its Answer to the First Amended Complaint on July 21, 2026, and its Answer to the Second Amended Complaint on July 27, 2026.

² The General Counsel called three witnesses – Emma Sainsbury, Jennifer Benoit, and Maggie Carter. The Respondent did not call any witnesses.

this case is the Employer's "Jewelry and Body Piercings" policy. This policy, in effect since at least April 2020, says the following:

Jewelry and Body Piercings

No jewelry is allowed on the hands or forearms, including watches, bracelets or wrist bands, except for one ring in the form of a plain band without stones or etchings.

Other jewelry must not be distracting. One small facial piercing no larger than a dime is allowed. Earrings or ear gauges must be no larger than a quarter. Necklaces, including medical alert necklaces, are allowed and must be worn under clothing. No other visible pierced jewelry or body adornments are allowed, including tongue studs and subdermal implants.

Allowable jewelry must be simple in design and not be a health or safety hazard. (Resp. Exs. 8-9; Tr. 135-137).

Enforcement of the Facial Piercing Policy at Store 8804 Before July 2024

Emma Sainsbury is a barista at Store 8804. She started working for the Employer in July 2021. When she was hired, Sainsbury had a nose ring smaller than a dime in her left nostril. (Tr. 22-23, 25). In November 2021, Sainsbury got her right nostril pierced with a stud. Sainsbury later changed this piercing to a hoop or nose ring and wore these two piercings at work without incident until July 2024. (Tr. 25).

Sainsbury testified that she was not the only employee wearing two piercings at work. By her estimation, five co-workers also had multiple piercings as of summer 2024, while four other co-workers had one facial piercing during this time.³ (Tr. 88). To support its claims, Counsel for the General Counsel entered into the record photographs that Sainsbury took of herself and her co-workers at the store covering a three-year timeframe. These photos show Sainsbury sporting two facial piercings at work from 2021 through 2024, and co-workers Charlie Thompson (2022), Dylan Owens (2022 and 2023), Natalya Lewis (2022)⁴, and Alaysia Knight (2023) also displaying multiple facial piercings. (GC Exs. 4 through 13; Tr. 28-44).

On cross-examination, Sainsbury acknowledged that when she was hired, employees were required to wear masks at work. This mask requirement ended in 2022, but Sainsbury testified that she occasionally continued to wear a mask at work, such as when she was recovering from a cold. (Tr. 66). In most of the 2021 and 2022 photos entered into the record, masks are visible, usually resting on Sainsbury's chin. She testified that she would remove her

³ Sainsbury estimated that 15-20 employees worked in the store, but this number could fluctuate seasonally. (Tr. 87).

⁴ Assistant store manager Lauren Wood is standing a few feet behind Sainsbury and Lewis in the photo marked as GC Exhibit 9. In the photo, Wood is facing away from the two women who are posing for the picture. While Sainsbury's mask is pulled down in this photo (revealing her facial piercings), there is no indication that Lewis was wearing a mask before or after this photo was taken. (GC Ex. 9; Tr. 38).

mask while eating or drinking, or during her 30-minute lunch break taken in the back of the store. Sainsbury testified that employees and managers observed her multiple piercings during breaks and when managers were performing their administrative work in the back of the house. (Tr. 66, 92). Prior to July 2024, no manager had ever commented to Sainsbury about her piercings, and she was never told that she was out of compliance with the Employer's dress code. (Tr. 67-68).

In the first three years of her employment, Sainsbury had five different managers – Gabriella Ferrell, Lauren Freeman, Jennifer Benoit (temporary dual manager), Monique Stanley, and Noah Parsons. (Tr. 26, 134). But according to Sainsbury, none of these managers enforced the Employer's facial piercing policy. (Tr. 52).

Jennifer Benoit Returns to Store 8804 as Temporary Manager in July 2024

In July 2024, Noah Parsons departed as Store 8804's manager. Jennifer Benoit, who managed a different Starbucks location in Tallahassee, returned as the store's temporary manager. Benoit testified that in about mid-July she went into the store and observed gaps in compliance with the Employer's facial piercings policy and other dress code compliance issues, e.g. not wearing name tags. (Tr. 104). Benoit specifically testified that in her first week in the store, she was sitting in the backroom while Sainsbury was on break. Benoit observed Sainsbury's multiple facial piercings and coached her on the one piercing policy.⁵ (Tr. 121). Benoit could not recall whether Sainsbury told her that this policy had not previously been enforced at Store 8804. (Tr. 121-122).

Benoit testified that she encountered opposition from employees to the enforcement of the one-facial piercing policy. (Tr. 122). Therefore, during a huddle with shift supervisors, Benoit reminded them that they needed to make sure that all policies, including the dress code, are being followed at the store.⁶ (Tr. 105). At the same time, Benoit posted a message in My Daily, an app on the store iPad that employees are expected to check each day, reminding employees that they needed to comply with the store's policies, including the facial piercing policy.⁷ (Resp. Ex. 4; Tr. 118, 140, 156). Benoit also requested that partners sign off and initial the store's daily log to indicate that they had read the My Daily postings. (Tr. 128).

Benoit's Text Messages with Shift Supervisor Branden Finn

Counsel for the General Counsel entered into the record text messages between store manager Jennifer Benoit and shift supervisor Branden Finn from July 27, 2024. In their exchange, Finn informed Benoit that Sainsbury posted the following information regarding the facial piercing policy in an employee chat group:

⁵ Sainsbury did not testify about this interaction.

⁶ There were four shift supervisors working at Store 8804 at this time. (Tr. 126).

⁷ The outgoing store manager, Noah Parsons, had posted the Employer's dress code guide on My Daily on July 1, 2024, with the message programmed to stay active on My Daily until September 1, 2024. (Resp. Ex. 2; Tr. 141).

“..The one facial piercing can prob be considered a unilateral change (aka they’ve never enforced this policy before but now they’re suddenly enforcing it) and as a union store they cannot do that:) if it was never actually enforced then they can’t just suddenly enforce it and in my 3 years at this store it only came up in like the last 2 months so lmao (GC Ex. 17; Tr. 168).

Benoit responded to Flynn by noting that all the employees signed off on the My Daily acknowledgements. Finn then wrote that the facial piercing policy has been a Starbucks policy since before he started, but their lack of a manager, and lack of a manager who cares to enforce the policy is why the policy had not been enforced at store 8804. Finn noted that it wasn’t just Noah Parsons who failed to enforce the policy – nobody had enforced it since he started working at the store, including Gabriella (Ferrell). (GC Ex. 17).

Shift Supervisor Lex Rainey Relays Jennifer Benoit’s Warning About Non-Compliance with the Facial Piercing Policy

In about late July, shift supervisor Lex Rainey spoke to Sainsbury about her piercings. In this one-on-one conversation, Rainey told Sainsbury that because she had two nose piercings, she was going to have to take one of them out, specifically saying that going forward, Benoit was going to be enforcing the one-piercing policy. (Tr. 45-46). Sainsbury told Rainey that the policy had never been enforced at their store and to do so now would be a unilateral change. Rainey told Sainsbury that they would let Benoit know Sainsbury’s position. (Tr. 46-47). Sainsbury continued to wear her multiple piercings. (Tr. 54).

After witnessing Sainsbury’s continued non-compliance with the facial piercing policy, Rainey reached out to Benoit on August 4th for guidance. Rainey noted that Noah Parsons had not enforced this rule and wasn’t sure how to handle the situation. Benoit first checked with district manager Eri Gonzalez but could not reach her.⁸ Benoit then texted the following message to Rainey to share with Sainsbury:

“...Please relay to Emma that while it is unfortunate prior management didn’t adhere to the standards, it’s always been a policy and one I’ve enforced vigilantly for years in all stores I’ve managed and if she wears the piercings on her next shift, she is putting herself at risk to be sent home for being out of dress code just how we would send home a partner that showed up in sandals or a crop top etc.” (Resp. Ex. 7).

Sainsbury testified that this conversation took place about a week after her initial conversation with Rainey. (Tr. 54). Sainsbury took a picture of Rainey’s phone displaying Benoit’s message and spoke with Union representative Maggie Carter. (GC Ex. 14; Tr. 47, 50, 71). Carter testified that Sainsbury told her that a few employees at the store had been working with multiple piercings, and a new manager (Benoit) had come in and said that they could no

⁸ Store 8804 is in District 921, the same district as the other store Benoit managed. Of the 8-10 stores in the district, 8804 and the John Knox store (Store 8552) were the only unionized locations. (Tr. 131-132, 157-158).

longer work with more than one piercing. Carter encouraged Sainsbury to comply with the Employer's directive, telling her that the Union would follow up to ensure that the Employer was consistently enforcing this policy. (Tr. 180-182). Sainsbury then relayed this message to the other five impacted employees, and going forward, all six employees wore only one facial piercing while at work.⁹ (Tr. 89-91).

Benoit described her enforcement of the facial piercing policy at Store 8804 as non-disciplinary verbal coaching so that employees could correct their behavior in the moment. (Tr. 150-151). Benoit testified that if the coaching had not worked, she would have moved on to a "documented coaching," where she would document the conversation, ask the partner if they had any questions about expectations, and let them know that going forward they needed to follow the expectation. (Tr. 151-152). Benoit further testified that sending an employee home for non-compliance with the dress code would result in a "documented coaching" and a loss of pay. (Tr. 152). But Benoit said that at Store 8804, she never moved beyond verbal coaching because the partners complied with the policy. (Tr. 153-154).

It is undisputed that the Employer did not discuss with the Union its heightened enforcement of its one facial piercing policy at Store 8804 at any time before or after July 2024.

Analysis

The duty to bargain collectively set forth in Section 8(a)(5) of the Act is defined by Section 8(d) as the duty to meet and confer in good faith with respect to wages, hours, and other terms and conditions of employment. *NLRB v. Katz*, 369 U.S. 736, 742-743 (1962). An employer violates Section 8(a)(5) if it fails to provide employees' representatives with prior notice and an opportunity to bargain before making a unilateral change to any mandatory subject of bargaining, for it is a circumvention of the duty to negotiate which frustrates the objectives of Section 8(a)(5) as much as a flat refusal. *Id.* at 743.

In this case, the Employer's facial piercing policy, which permits employees to wear one piercing no larger than a dime, has been in place nationwide since at least 2020. But the record evidence shows that at Store 8804, since at least July 2021, this policy had never been enforced. In making this finding, I rely on the following evidence. Emma Sainsbury testified without contradiction that as of July 2024, 6 of the store's 15-20 employees had more than one facial piercing. Sainsbury further testified that neither she nor her co-workers had previously been told to remove their second piercing – either during the Covid mask years of 2021 and 2022 or during the non-mask years of 2023 and 2024. And Sainsbury supplied photographs of her and four of her colleagues through the years documenting the prevalence of multiple facial piercings at Store 8804.

Sainsbury's testimony that the one facial piercing policy had never been enforced during her years at Store 8804 is essentially un rebutted. Jennifer Benoit testified that she did not know if the one facial piercing policy had previously been enforced at Store 8804 and Respondent offered no testimony to rebut Sainsbury's claims. Although Benoit testified that she temporarily

⁹ Sainsbury is the de facto shop steward for Store 8804. (Tr. 91,

managed Store 8804 from May 2022 through July 2022, her testimony regarding this time period was quite muddled, and unworthy of credit. To this end, Benoit testified that she identified gaps in enforcement of the facial piercing policy in 2022. (Tr. 154). A few questions later, Benoit testified that she verbally coached store employees on this policy in 2022. But Benoit then stated that she never saw partners with multiple facial piercings while she was in the building. (Tr. 154). It is hard to reconcile Benoit's testimony that she identified enforcement gaps while having never seen partners wearing multiple facial piercings. Thus, Respondent has offered no rebuttal to Sainsbury's testimony that numerous store employees wore multiple facial piercings in Store 8804 for several years prior to Benoit's July 2024 enforcement of the one facial piercing policy.

Respondent argues that there is no evidence of managers seeing, registering, or approving the piercings depicted in Sainsbury's photographs. This argument glosses over three important facts. First, Store 8804 managers ignoring the one facial piercing policy was not an isolated event – it spanned the tenure of five different store managers and one assistant store manager – including two years when masks were no longer regularly worn by store employees. Next, Sainsbury was not the only employee sporting two facial piercings. Using her math, between 30% and 40% of the store employee roster had more than one facial piercing.¹⁰ Thus, it strains credulity for the Employer to assert that store management failed to notice a third of its workforce sporting more than one facial piercing on a regular basis. Finally, Sainsbury testified without contradiction that managers saw her and her co-workers wearing multiple piercings and never said a word.¹¹ Respondent had the opportunity to put on contrary evidence in its case but chose not to.

Earlier this year, the Board decided a similar case involving allegations that the Employer more strictly enforced its Dress Code policy at its Jantzen Beach, Oregon store. *Starbucks Corp.*, 374 NLRB No. 130 (2026). In the Jantzen Beach case, one store employee consistently wore hats, shirts, and jewelry out of compliance with the Employer's Dress Code policies both before and after the Union's successful organizing drive. *Id.* at slip op. 19. This barista had never previously been disciplined for these infractions. But three months after the certification of representative issued, the Jantzen Beach store manager issued the offending employee a "documented coaching" for failing to comply with the Dress Code policy. *Id.* at slip op. 20.

The Board affirmed the ALJ's finding that the Employer violated Section 8(a)(5) of the Act by more strictly enforcing its Dress Code policy at the Jantzen Beach store without providing the Union with prior notice and an opportunity to bargain over this change and its effects. The Board stated that since the issue was the change in the Employer's practice itself, and not discretionary discipline issued pursuant to an existing policy or practice, *800 River Road Operating Co., LLC d/b/a/ Care One at New Milford*, 369 NLRB No. 109 (2020) did not apply. The Board further stated that this case fell under the general unilateral-change doctrine

¹⁰ Benoit essentially confirmed these numbers when she testified that she observed four employees out of compliance with the one facial piercing policy in July 2024.

¹¹ Benoit's text message to Rainey confirmed that prior store management did not follow established company standards. And Branden Finn's text message to Benoit further confirmed that no store manager – from Gabriella Farrell to Noah Parsons – had enforced the one facial piercing policy.

announced in *Katz*, and the Employer unilaterally changed a mandatory subject of bargaining by more strictly enforcing its Dress Code policy without providing the Union with prior notice and an opportunity to bargain. *Starbucks Corp.*, 374 NLRB at slip op. 2.

5 The Board's analysis in the Jantzen Beach Starbucks case applies with equal force here. In both fact patterns, there was a pre-existing written employment policy that had essentially been ignored by the stores' management teams. Then sometime after the stores were unionized, management decided to start enforcing the policies. And in each case, the Employer did not
10 notify or bargain with the Union prior to enforcing the relevant dress code policies. *Katz* and the Jantzen Beach *Starbucks* decision's teachings support finding an 8(a)(5) violation here.¹²

 The Employer argues in its post-hearing brief that the Jantzen Beach decision is distinguishable because that violation turned on whether the Employer departed from its established practice by issuing discipline to a store employee, and because no employee at Store
15 8804 was disciplined for violating the facial piercing policy. I do not agree. The Board in the Jantzen Beach case specifically said that it was the change in the Employer's practice that triggered the obligation to bargain, not the discretionary discipline issued pursuant to the policy. Furthermore, the lack of discipline here does not preclude finding a violation. In this regard, the Board has stated that a showing of actual enforcement of a new or stricter disciplinary policy is
20 not required to find a violation of the Union's right to bargain, and the unilateral imposition of the changed policy is sufficient. *Print Fulfillment Services, LLC*, 361 NLRB 1243, 1246-1247 (2014). While it is true that the Employer never issued formal discipline to employees out of compliance with its facial piercing policy, that is only true because the Employer's written and verbal threats of consequences for non-compliance (e.g. being sent home and losing pay) forced
25 the offending employees into full compliance. Thus, the Employer cannot rely on the employees' capitulation prior to the issuance of formal discipline to absolve itself of liability for more stringently enforcing its facial piercing policy without first notifying and bargaining with the Union. See *ABC Automotive Products Corp.*, 307 NLRB 250 (1992) (announcing a unilateral change, even if that change is not implemented, still violates the Act because the employer
30 damages the bargaining relationship by signaling to employees that the employer was taking it on itself to set this important term and condition of employment).¹³

¹² In its post-hearing brief, Respondent asserts that no violation of the Act can be established because the enforcement of its facial piercing policy does not constitute a material, substantial, and significant change to employees' terms and conditions of employment. In the Jantzen Beach Starbucks decision, ALJ Gollin explicitly found that the Employer's stricter enforcement of the Dress Code policy as it relates to jewelry, hats, and clothing was a material, substantial, and significant change to a mandatory subject of bargaining. The Board, in affirming Judge Gollin, implicitly endorsed this finding. Of course, if the Board had disagreed with Judge Gollin regarding the materiality or significance of this change, no 8(a)(5) violation could be found.

¹³ At the hearing and in her post-hearing brief, Counsel for the General Counsel requests that the Board overrule *Wendt Corp.*, 372 NLRB No. 135 (2023). As an administrative law judge, my charge is to enforce the law as set by the Board, the Courts of Appeals, and the Supreme Court. I will leave it to the Board to address the General Counsel's argument.

CONCLUSIONS OF LAW

1. Starbucks Corporation (the Employer or Respondent) is an employer engaged in commerce within the meaning of Sections 2(2), (6), and (7) of the Act.
2. Workers United, Southern Regional Joint Board a/w Service Employees International Union (the Union or Charging Party) is a labor organization within the meaning of Section 2(5) of the Act.
3. Respondent violated Section 8(a)(5) and (1) of the Act when it failed or refused to bargain with the Union prior to enforcing its Dress Code policy concerning facial piercings that had not previously been enforced at Store 8804 in Tallahassee, Florida.
4. The unfair labor practices affect commerce within the meaning of Sections 2(6) and (7) of the Act.

REMEDY

Having found Respondent engaged in certain unfair labor practices, I shall order it to cease and desist and to take certain affirmative action, as further set forth in the Order below, designed to effectuate the Act. Specifically, having found that the Respondent violated Section 8(a)(5) and (1) of the Act by changing its unit employees' terms and conditions of employment without first notifying the Union and giving it an opportunity to bargain over the decision to enforce previously unenforced dress code policies at Store 8804, I order Respondent to rescind this unilateral change and notify and bargain with the Union before any changes to unit employees' terms and conditions of employment are made.

On these findings of fact and conclusions of law, and on the entire record, I issue the following recommended¹⁴:

ORDER

The National Labor Relations Board orders that the Respondent, Starbucks Corporation, Tallahassee, Florida, its officers, agents, successors, and assigns, shall

1. Cease and desist from
 - (a) Changing the terms and conditions of employment of unit employees by enforcing its Dress Code Policy regarding facial piercings that had not previously been enforced at Store 8804 in Tallahassee, Florida, without first notifying the Union and giving it an opportunity to bargain.

¹⁴If no exceptions are filed as provided by Sec. 102.46 of the Board's Rules and Regulations, the findings, conclusions, and recommended Order shall, as provided in Sec. 102.48 of the Rules, be adopted by the Board and all objections to them shall be deemed waived for all purposes due under the terms of this Order.

- (b) In any like or related manner interfering, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.

2. Take the following affirmative action necessary to effectuate the policies of the Act:

- (a) Before implementing any changes in wages, hours, or other terms and conditions of employment of unit employees, notify and, on request, bargain with the Union as the exclusive collective-bargaining representative of employees in the following bargaining unit:

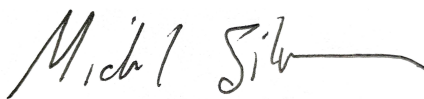
All full-time and regular part-time Baristas and Shift Supervisors employed by the Employer at its Store 8804, located at 1703 West Tennessee Street, Tallahassee, Florida, excluding office clerical employees, guards, professional employees and supervisors as defined in the Act.

- (b) Rescind the unilateral changes consisting of enforcement of the previously unenforced Dress Code policy concerning facial piercings.

- (c) Within 14 days after service by the Region, post at Store 8804 copies of the attached notice marked "Appendix." Copies of the notice, on forms provided by the Regional Director for Region 12, after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees are customarily posted. In addition to physical posting of paper notices, notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, and/or other electronic means, if the Respondent customarily communicates with its employees by such means. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. If the Respondent has gone out of business or closed the facility involved in these proceedings, the Respondent shall duplicate and mail, at its own expense, copies of the notice to all current employees and former employees employed by the Respondent at Store 8804 at any time since July 15, 2024.

- (d) Within 21 days after service by the Region, file with the Regional Director for Region 12 a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

Dated, Washington, D.C. October 8, 2026


 Michael P. Silverstein
 Administrative Law Judge

APPENDIX

NOTICE TO EMPLOYEES

POSTED BY ORDER OF THE NATIONAL LABOR RELATIONS BOARD

An Agency of the United States Government

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO

Form, join, or assist a union

Choose representatives to bargain with us on your behalf

Act together with other employees for your benefit and protection

Choose not to engage in any of these protected activities.

WE WILL NOT change your terms and conditions of employment by enforcing previously unenforced Dress Code policies without first notifying the Union and giving it an opportunity to bargain.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights listed above.

WE WILL, before implementing any changes to your wages, hours, or other terms and conditions of employment, notify and, on request, bargain with the Union as the exclusive collective-bargaining representative of employees in the following bargaining unit:

All full-time and regular part-time Baristas and Shift Supervisors employed by the Employer at its Store 8804, located at 1703 West Tennessee Street, Tallahassee, Florida, excluding office clerical employees, guards, professional employees and supervisors as defined in the Act.

WE WILL rescind the unilateral changes consisting of enforcing previously unenforced Dress Code policies at Store 8804 in Tallahassee, Florida.

Starbucks Corporation

(Respondent)

Dated _____

By _____

(Representative)

(Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees, want union representation, and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlrb.gov.

National Labor Relations Board Region 12
201 East Kennedy Boulevard, Suite 530
Tampa, Florida 33602
Hours of Operation: 8:00 a.m. to 4:30 p.m.
813-228-2641

The Administrative Law Judge's decision can be found at www.nlrb.gov/case/12-CA-358230 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.



THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER, 813-228-2641.