



1 November 2018

Kevin Johnson, President and CEO
Starbucks Coffee Company
2401 Utah Avenue South
Seattle, WA 98134-1436

Dear Mr. Johnson,

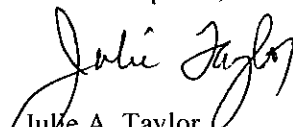
I write today on behalf of the National Farm Worker Ministry to express our deep concern about the conditions at Darigold member dairies and to ask you to use your influence as a company to do the right thing for dairy workers. The National Farm Worker Ministry is a faith-based organization of 27 members who support farm workers as they organize for justice and empowerment.

I understand that Starbucks is a major buyer of Darigold products. Workers employed on Darigold member dairies have experienced wage theft, sexual harassment, and discrimination. What's worse is that many of those same women and men have been retaliated against for speaking out about the conditions. Women are being retaliated against when they speak out about sexual harassment. Workers are being threatened and retaliated against when they complain about lack of rest breaks, not receiving meal breaks, and other wage and hour issues. The "Darigold Dozen" are being sued and thus retaliated against for complaining about conditions where they used to work. A court recently found that their former employer had indeed violated the law. There are likely to be more such rulings in the future.

Darigold has stood silent in the face of these abuses. Your Supplier Code of Conduct reads in part: "As a global company, Starbucks does business with suppliers from many countries of diverse cultural, social, and economic circumstances. We strive to work with suppliers that are committed to our universal principles of operating their business in a responsible and ethical manner, respecting the rights of individuals, and helping to protect the environment." For that reason, the National Farm Worker Ministry is asking that Starbucks both live up to its statements around social responsibility and do what's right; use your influence to call for Darigold and Ruby Ridge to meet with the United Farm Workers Union (UFW) and to cease their retaliatory actions.

Your company has the opportunity, the responsibility and the power to make this situation right. Please work collaboratively with the UFW to ensure that no worker at any Darigold member dairy faces retaliation for speaking out about the conditions where they're employed. Extend your values to your company's supply chain and, for the sake of those who make the least money towards your profit, guarantee reasonable wages and decent working conditions for everyone.

Grace and peace,


Julie A. Taylor
Executive Director

MEMBER ORGANIZATIONS

Alliance of Baptists
California Church Impact
Catholic Migrant Farmworker Network
Church of the Brethren
Church Women United in Illinois
Church Women United of
S. California & S. Nevada
Cumberland Presbyterian Church
Christian Church (Disciples of Christ)
Episcopal Church
Evangelical Lutheran Church in America
Farm Worker Ministry Northwest
(formerly Oregon Farm Worker Ministry)
Franciscan Sisters of Little Falls
The Loretto Community
NFWM Florida Advisory Group
Orange County Interfaith Committee
to Aid Farm Workers
Presbyterian Hunger Program PC (USA)
School Sisters of Notre Dame,
Shalom North America
Sisters of Charity, BVM
Sisters of Charity of Nazareth
Sisters of the Humility of Mary
Sisters of St. Francis of Assisi
Society of the Sacred Heart
United Church of Christ
Justice and Witness Ministries
The United Methodist Church General
Board of Church and Society
The United Methodist Church General
Board of Global Ministries
The United Methodist Women