

FORM NLRB 4338
(6-90)

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
NOTICE

Case 07-CA-293916 et al.

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements **will not be granted** unless good and sufficient grounds are shown **and** the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in **detail**;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

May Gonzalez, Store Manager
Starbucks Corporation
300 South Main Street
Ann Arbor, MI 48104

Kevin M. Kraham, Esq.
Littler Mendelson, P.C.
815 Connecticut Avenue, NW, Suite 400
Washington, DC 20006

Erin Lind, Manager
Starbucks Corporation
300 South Main Street
Ann Arbor, MI 48104

Erik C Hult, Esq.
Littler Mendelson, P.C.
41 South High Street
Suite 3250
Columbus, OH 43215

Carlson Ginard, Organizing Director
Workers United
333 South Ashland
Chicago, IL 60607

David P. Lichtman, Attorney
Dowd, Bloch, Bennett, Cervone, Auerbach &
Yokich, LLP
8 South Michigan Avenue
19th Floor
Chicago, IL 60603

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION SEVEN**

STARBUCKS CORPORATION

Respondent

and

**Cases 07-CA-292971
07-CA-293916**

WORKERS UNITED

Charging Party

**ORDER CONSOLIDATING CASES, CONSOLIDATED
COMPLAINT AND NOTICE OF HEARING**

Pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board (the Board) and to avoid unnecessary costs or delay, IT IS ORDERED THAT Cases 07-CA-292971 and 07-CA-293916, which are based on charges filed by the Charging Party against Respondent are consolidated.

This Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, which is based on these charges, is issued pursuant to Section 10(b) of the National Labor Relations Act (the Act), 29 U.S.C. § 151 et seq. and Section 102.15 of the Rules and Regulations, and alleges Respondent has violated the Act as described below.

1. (a) The charge in Case 07-CA-292971 was filed by the Charging Party on March 23, 2022, and a copy was served on Respondent by U.S. mail on March 28, 2022.

(b) The charge in Case 07-CA-293916 was filed by the Charging Party on April 11, 2022, and a copy was served on Respondent by U.S. mail on April 13, 2022.

2. At all material times, Respondent has been a corporation with an office and place of business at 300 South Main Street, Ann Arbor, Michigan (Ann Arbor store) and has been engaged in operating public restaurants selling food and beverages.

3. (a) In conducting its operations during the calendar year ending December 31, 2021, Respondent derived gross revenues in excess of \$500,000.

(b) During the period described above in paragraph 3(a), Respondent purchased and received at its Ann Arbor store products, goods, and materials valued in excess of \$5,000 directly from points outside the State of Michigan.

4. At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

Exhibit 2

5. At all material times, the Charging Party has been a labor organization within the meaning of Section 2(5) of the Act.

6. At all material times, the following individuals held the positions set forth opposite their respective names and have been supervisors of Respondent within the meaning of Section 2(11) of the Act and agents of Respondent within the meaning of Section 2(13) of the Act:

Robert Prince	----	Interim Store Manager
May Gonzalez	----	Store Manager
Erin Lind	----	Store Manager/District Manager
Brigitte Jackson	---	Regional Director Area 31
Tina Serrano	---	Regional Vice President
Kevin Johnson	----	Former President and CEO
Howard Schultz	----	President and CEO

7. About March 21, 2022, Respondent removed its employee Hannah Whitbeck's job assignment of distributing tips to its employees.

8. About April 11, 2022, Respondent discharged its employee Hannah Whitbeck.

9. Respondent engaged in the conduct described above in paragraphs 7 and 8 because Hannah Whitbeck assisted and supported the Charging Party and engaged in concerted activities, and to discourage employees from engaging in these activities.

10. Respondent engaged in the conduct described above in paragraph 8, because employee Hannah Whitbeck was subpoenaed to testify at a Board hearing in Case 07-RC-290295, attended a Board proceeding in Case 07-RC-290295, and because the Charging Party filed Case 07-CA-292071 on her behalf.

11. By the conduct described above in paragraphs 7 through 9, Respondent has been discriminating in regard to the hire or tenure or terms and conditions of employment of its employees, thereby discouraging membership in a labor organization in violation of Section 8(a)(1) and (3) of the Act.

12. By the conduct described above in paragraphs 8 and 10, Respondent has been discriminating against employees for filing charges or giving testimony under the Act in violation of Section 8(a)(1) and (4) of the Act.

13. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

WHEREFORE, it is prayed that Respondent be ordered to:

1. Cease and desist from:

(a) Engaging in the conduct described in paragraphs 7 through 10, or in any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed in Section 7 of the Act.

(b) Engaging in the conduct described in paragraphs 7 through 9, or in any like or related manner discriminating in regard to the hire or tenure or terms and conditions of employment of its employees so as to discourage their support for, membership in, assistance to, or any other activities on behalf of the Charging Party, or any other labor organization.

(c) Engaging in conduct described in paragraphs 8 and 10, or in any like or related manner discriminating in regard to the hire or tenure or terms and conditions of employment of its employees so as to discourage employees from filing charges with the National Labor Relations Board or participating in Board proceedings.

2. Take the following affirmative action:

(a) Offer Hannah Whitbeck immediate and full reinstatement to her former job, or if this job no longer exists, to a substantially equivalent position, without prejudice to her seniority or any other rights and/or privileges previously enjoyed.

(b) Rescind the discharge of Hannah Whitbeck and expunge any reference to her discharge from its files and records, and notify her and the Charging Party, in writing, that it has done so and that the discharge will not be used against her in the future in any way.

(c) Make Hannah Whitbeck whole for any loss of wages and benefits she suffered as a result of Respondent's unlawful discharge, by payment of backpay, plus reasonable search-for-work and interim employment expenses and compensate her for the adverse tax consequences, if any, of receiving one or more lump-sum backpay awards covering periods longer than one year, with interest computed in accordance with Board policy. The General Counsel further seeks as part of the remedy as a result of the discrimination against her that Respondent be required to submit to the Regional Director the W-2 document reflecting backpay paid to her.

(d) In order to fully remedy the unfair labor practices set forth above, the General Counsel seeks an order requiring that Hannah Whitbeck be made whole, including, but not limited to, payment for consequential economic harm she incurred as a result of Respondent's unlawful conduct.

(e) Pay Hannah Whitbeck front pay should she waive her right to reinstatement to her former position.

(f) Return the job assignment of distributing tips to employees to Hannah Whitbeck and expunge any reference of the removal of this assignment from its files and records, and notify her and the Charging Party, in writing, that it has done so and that the removal of this job assignment will not be used against her in the future in any way.

(g) Physically post for 90 days the Notice to Employees and Explanation of Rights in all Michigan facilities of Respondent where Respondent typically posts notices to employees, electronically distribute the Notice to Employees and Explanation of Rights by email to all employees who work at the Ann Arbor facility and post a copy of the Notice and Explanation of Rights, in English, on the Partner Hub and Facebook.

(h) Hold a meeting or meetings during worktime at the Ann Arbor facility, scheduled to ensure the widest possible attendance of employees, at which the Notice to Employees and Explanation of Rights will be distributed to all employees at the Respondent's expense and read aloud by a high-ranking management official of the Respondent in the presence of a Board Agent and an agent of the Charging Party, or, at Respondent's option, have a Board agent read the Notice to Employees and Explanation of Rights to the employees in the presence of a high-ranking management official in the presence of an agent of the Charging Party.

The General Counsel further prays for such other relief as may be just and proper to remedy the unfair labor practices herein alleged.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the consolidated complaint. The answer must be **received by this office on or before Monday, July 11, 2022, or postmarked on or before July 10, 2022.** Respondent also must serve a copy of the answer on each of the other parties.

The answer must be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. Responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the consolidated complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on **Monday, August 1, 2022, 10:00 a.m. at Patrick V. McNamara Federal Building 477 Michigan Avenue, Room 05-200 Detroit, Michigan**, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this consolidated complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated: June 27, 2022



Elizabeth Kerwin, Regional Director
National Labor Relations Board, Region 07
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 05-200
Detroit, MI 48226

Attachments

Form NLRB-4668
(6-2014)

Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlr.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered

(OVER)

in evidence. If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.