United States Senate

WASHINGTON, DC 20510

November 9, 2026

David Flitman, CEO
US Foods, Inc.
9399 West Higgins Road, Suite 100
Rosemont, IL 60019

Michelle King, Area President
US Foods, Inc.
4650 W. Buckeye Road
Phoenix, AZ 85043

Dear Mr. Flitman & Mrs. King:

We write to express concern regarding allegations of anti-union activities, employee intimidation, and retaliatory conduct involving workers at Stock Yards, a US Foods operation in Arizona.

As you know, many hardworking drivers, warehouse workers, and meat preparation workers are attempting to organize a union to secure higher wages and better working conditions. However, serious allegations have been brought to our attention regarding US Foods' conduct during this union campaign. These allegations include management intimidation of workers, anti-union messaging, interference with organizing efforts, and retaliation against employees seeking to join Teamsters Local Union 104.

These allegations warrant immediate attention and an appropriate investigation, and they raise significant questions regarding US Foods' commitment to respecting the federally protected rights of its employees to organize, engage in collective bargaining, and make decisions regarding union representation without coercion, intimidation, or retaliation.

The right organize is protected under federal law. Employees should never be punished for standing together, advocating for better working conditions, or exercising their lawful right to organize. Under Section 7 of the National Labor Relations Act (NLRA), employees have the right to organize, support a labor union, engage in protected concerted activities, and seek collective representation. Section 8(a)(1) prohibits employers from interfering with, restraining, or coercing employees in the exercise of those rights. Section 8(a)(3) prohibits discrimination regarding employment to encourage or discourage union membership.

Arizona's working families deserve employers that respect their dignity, their contributions, and their rights under the law. Companies operating in our state must be investigated when credible allegations of unlawful labor practices arise and held accountable where appropriate.

We urge US Foods to address these concerns immediately, cooperate fully with any lawful investigation, and demonstrate through its actions that it respects the rights of Stock Yards employees.

We look forward to your prompt response and meaningful corrective action where warranted.

Sincerely,

Ruben Gallego
United States Senator

Mark Kelly
United States Senator