

July 16, 2025

John Henry
Founder and Principal Owner
Boston Red Sox, Fenway Sports Group
Holdings
98 Brookline Avenue
Boston, MA, 02215

John J. Zillmer
Chief Executive Officer
Aramark
2400 Market Street
Philadelphia, PA, 19103

Dear Mr. Henry and Mr. Zillmer:

I write to urge you to immediately bargain in good faith with UNITE HERE Local 26 and reach a fair union contract with the 1,000 workers employed by Aramark at Fenway Park and MGM Music Hall. As you know, 95 percent of these workers recently authorized a strike against corporate greed and in favor of living-wages and common-sense protections from automation that would prevent management from eroding their tips and replacing their jobs with faceless touchscreen computers.

I recently spoke with a number of your workers and what they told me was heartbreaking. All of them told me how much they love working at Fenway Park and how much they have enjoyed the meaningful and lasting relationships that they have developed with your loyal-season ticket holders and fans for years, if not decades. But all of the workers I talked to were sick and tired of being underpaid, underappreciated and overworked. I was told that despite the massive success of Fenway Sports Group Holdings and Aramark, entry-level employees are making poverty-wages for the Boston area with comparable workers across the city making anywhere from \$7 to \$12 more an hour.

Moreover, many of your workers told me that, as a result of Fenway's aggressive move to self-service concession machines, jobs have been lost and tips have been cut in half. These machines are not only harming your workers, they are undermining the experience of attending a game at historic Fenway Park. As you know, people come from all around the world to see the Red Sox play. An essential part of that experience is buying a beer and a hot dog and interacting with your workers. The relationships your workers have with customers go back years, decades even, and these machines are taking that away. I have serious concerns about aggressive automation at the ballpark and what that means for the livelihoods of your workers and the fans they serve.

Let's be clear. Attending a Red Sox game would not be the memorable experience that it is—and the Red Sox would not draw such crowds—if it were not for your workers.

Unfortunately, it is my understanding that you have not been negotiating in good faith on their very reasonable demands for living wages and basic job protections from automation. In my view, that is not acceptable.

Let's be clear: The Boston Red Sox are not a poor baseball team. They are not going broke. Mr. Henry: Since you purchased the Red Sox in 2002 for \$380 million, the value of your Major

League franchise has gone up by more than \$4.3 billion. The Red Sox are projected to rake in more than half a billion dollars this year alone, the third highest in baseball behind the Yankees and Dodgers. Over the past five years, your net worth has more than doubled from \$2.6 billion to \$5.5 billion. If you can afford to sign a \$120 million three-year contract for your injured third baseman, you can afford to treat all of your hard-working and dedicated workers at Fenway Park with the dignity and the respect they deserve.

Mr. Zillmer: The same can be said about the multi-national corporation you run. Aramark is an \$11.43 billion corporation. Last year alone, your company made over \$262 million in profits. If Aramark can afford to pay you \$18.7 million in compensation and provide nearly \$100 million in dividends for your wealthy shareholders, it can afford to pay all of your workers a living wage and not threaten to take away their jobs and their income with faceless Mashgin touchscreen computers.

Your workers have made years and sometimes decades worth of sacrifices to continue working at Fenway and serving Red Sox fans because they love their jobs and their community.

It is not a radical idea to pay your workers a living wage and to treat all of them with respect, not contempt.

I would urge both of you to do the right thing. Treat all of your workers with the respect and the dignity they deserve. Sit down at the negotiating table with your union workers. Bargain in good faith. Sign a union contract that is fair and that is just.

Thank you for your attention to this important matter. I look forward to your response.

Sincerely,

A handwritten signature in blue ink, reading "Bernard Sanders". The signature is fluid and cursive, with the first name "Bernard" and last name "Sanders" clearly distinguishable.

Bernard Sanders
United States Senator