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March 12, 2026

Michael Fiddelke, CEO
Target Corp.
1000 Nicollet Mall
Minneapolis, MN 55403-2467

Dear Mr. Fiddelke:

On February 1st, I wrote to you expressing the AFT's hope that your tenure as CEO of Target Corp. would herald a return to Target's days of listening to its community. Days later, I met with two of your envoys for a rather unproductive discussion. Now, more than four weeks later, I have heard no substantive progress from Target on any efforts to address the damage caused by the company's refusal to speak out against ICE's abuses, much less call for them to stop the occupation of the Twin Cities.

We appreciate that Target has recommitted to promises made on investing in Black-owned businesses. And we are heartened to hear that Target has favorably settled with the Black community leaders and activists who called for the Target boycott last year. I'm writing today to reiterate, as the Black community leaders did as well, that addressing the needs of the state in which you are headquartered still must be done. Target must heed the demands of the Twin Cities community and take a stand against ICE's occupation of the Twin Cities.

I hoped for a better outcome, but it appears that Target is not interested in resolving the concerns we raised. Given this, I wanted to clearly communicate the next steps we feel obligated to take:

- 1) The AFT will hold its convention this July, prior to our members' back-to-school shopping season. Last year, Target's back-to-school season saw foot traffic slump for the seventh consecutive month, even while the company offered heavy discounts and other customer incentives.¹ This year, the AFT will be educating the thousands of teachers attending our convention about Target's unwillingness to meet the demands of the Twin Cities community with respect to ICE. This will be just the start of educating our 1.8 million members about alternative retailers who are more attuned to their consumers and communities. We will be asking our members to shop local, not at Target stores. In the immediate term, our executive

¹ <https://fortune.com/2025/09/09/target-back-to-school-foot-traffic-dei-boycotts>

council will consider a resolution to continue the Target boycott until Target accedes to the demands of the Twin Cities community.

- 2) To help our members shop with retailers that do share their values, we will explore ways to educate our 1.8 million members and their families about other retail options during back-to-school, including exploring partnerships with other retailers. As I mentioned in my previous letter, teachers spend an average of \$895 on classroom supplies each year, which totals \$3.4 billion just in out-of-pocket classroom spending.
- 3) We will do the same at the AFL-CIO convention in Minnesota in June, which includes delegates from unions representing 15 million workers in North America. We will make sure that the civil rights community's concerns with Target are brought to the attention of the entire convention.
- 4) Target's annual general meeting takes place this spring. All Target Corp. directors are up for a vote. We will be involved in efforts to protect long-term shareholder value at Target. We are aware that some key investors and fiduciaries of large plans have expressed similar concerns.

Target's annual report lists multiple risk factors related to the company's ability to maintain positive sentiment and community relationships. Notably, your company recognizes that Target's "continued success is dependent on positive perceptions of Target which, if eroded, could adversely affect our business." That same annual statement valued the company's goodwill and intangibles at \$631 million. Target has built goodwill as a conscientious retail alternative for shoppers who see their own values reflected in your company.

I hope we can find a better path forward, for our educators and communities, and ultimately for the long-term value of Target and its shareholders.

Sincerely,



Randi Weingarten
President

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