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February 1, 2026

Michael Fiddelke, CEO
1000 Nicollet Mall
Minneapolis, Minnesota 55403-2467
michael.fiddelke@target.com

Dear Mr. Fiddelke:

I am the president of the AFT, the American Federation of Teachers, and I'm writing on behalf of our 1.8 million members, who are educators, nurses and public employees. These members participate in pension funds with an estimated \$4 trillion in assets with directly ownership of 6.79 million shares of Target common stock and billions in indirect exposure. In addition, our educator members, their students and their families rely on Target for school supplies. In fact, teachers alone annually purchase an estimated \$3.4 billion of U.S. school supplies, which is rightfully an important addressable market for Target.

On this, your first day as the new CEO of what has been one of America's most relied upon retail stores—even more so, for the people of Minnesota, where Target is headquartered—we offer congratulations and issue an urgent ask. You are being elevated to this position at a historic time for Minnesota, and your response to the current crisis will define your time as CEO.

I am writing to you today with great urgency because there's so much at stake for Target, for AFT members, and particularly for our members in Minnesota and the children they teach. **I ask you, for the sake of the company you now lead, its customers and the state in which you are headquartered, to clearly state that Target wants U.S. Immigration and Customs Enforcement out of Minnesota now.**

I would like to request an in-person meeting to discuss Target's response to the violence inflicted on the people of Minneapolis by the federal government. The AFT is deeply concerned about the company's silence on ICE's continuing operations in Minneapolis following ICE and Border Patrol agents' murders of two Minneapolis residents. As a company that employs 34,000 Minnesotans, many in critical headquarters positions, Target has deep roots in the Twin Cities and benefits substantially from a favorable relationship with that community.

Joining a letter of 60 businesses simply calling for "de-escalation" is a productive first step. However, it falls far short of showing real leadership to end ICE's occupation in Minnesota. The simple pleas to de-escalate without further clarity about whether ICE and Border Patrol should operate in Minnesota endangers Target's relationship with the community in the Twin

Cities as well as customer relations throughout Target's markets in the United States and overseas.

The AFT believes Target's lack of a clear position on ICE's presence in its home community may also have negative consequences for Target's position with the \$1.7 trillion in immigrant consumer spending market, in light of ICE's pervasive violence against immigrant communities as a whole. These brand issues are compounded by Target's relationship with Flock Safety, a privacy-invasive surveillance firm that enables ICE to arrest Target's immigrant customers. As investors, we fail to see how it makes business sense to facilitate the arrest of your customers.

All of these issues are unfolding against the backdrop of the company's recent rollback of diversity, equity and inclusion policies, which has caused significant backlash, with store traffic falling almost nationwide in response. The company's share price has declined nearly 50 percent from its 52-week high. And the AFT's executive council passed a [resolution](#) to recognize the concerns of the civil rights, faith and community activists who are trying to get Target to recommit to its diversity initiative. We would like to see Target's incoming CEO address both issues.

Taken altogether, Target appears to be extremely vulnerable to extensive brand damage and human capital consequences as a result of its association with ICE and failure to clearly address the crisis caused by ICE's presence in Minnesota, particularly in Minneapolis and St. Paul.

I would like to meet as soon as possible to discuss how Target can effectively protect its brand and our members' investments in this unacceptable situation.

I look forward to your response.

Very truly yours,

A handwritten signature in black ink, appearing to read "Randi Weingarten". The signature is fluid and cursive, with a long horizontal stroke at the end.

Randi Weingarten
President

RW: dlk opeiu #2 afl-cio

CC: Target Board of Directors c/o Corporate Secretary
Monica Byron, Education Minnesota President
Leah VanDassor, Saint Paul Federation of Educators President
Marcia Howard, Minneapolis Federation of Educators President (Teacher Chapter)