

# DO YOU WORK FOR McDONALD'S?

(OR KNOW ANYONE WHO DOES? - IF SO, PASS THIS ON)

## ARE YOU SICK OF LOW WAGES?

Would you prefer a decent pay rise, guaranteed hours, overtime pay and an end to humiliating "performance reviews"?

## ARE YOU SICK OF SEEING PEOPLE INJURED?

Even McDonald's admit that burns, slips and falls etc are BIG problems.

## ARE YOU SICK OF BEING BOSSED AROUND?

Do you want RIGHTS, and freedom from being constantly watched and treated like being in the Army? Do you want an end to harassment and unfair dismissals?

## ARE YOU SICK OF POOR WORKING CONDITIONS?

Do you want relief from continual pressures to work hard, to 'hustle', to cut corners with safety procedures? Do you want decent breaks, and to smile when YOU feel like it?

## ARE YOU SICK OF McDONALD'S?

Are you fed up with all the crawling to bigwigs from Head Office, the company's inane propaganda, and their processed food?

## DO YOU WANT TO DO SOMETHING ABOUT IT ?

Did you know that McDonald's spends **\$1.8 billion** worldwide every year on ads and promotions to boost their image - yet they can't, for example, find a single penny to pay overtime. The aim is: get profits UP, and wage costs DOWN.

No wonder so many chuck the job in. But those who stay can fight to improve things...**See over for details of what you can do.**

### DAY OF SOLIDARITY WITH McDONALD'S WORKERS OCTOBER 12th 1996

This day marks the *fourth anniversary of the death of Mark Hopkins* a worker electrocuted at a McDonald's store in Manchester. We are again calling a countrywide (and international) *Day of Solidarity With McDonald's Workers* on that day, following last year's successful event. WE CALL FOR LEAFLETING AT LOCAL STORES - leaflets available from us at address overleaf. There will also be pickets in **Manchester** (86 Market Street, Noon to 1pm) and **London** (McDonald's at Leicester Square, 5 to 7pm).

"I want every McDonald's worker to stand up for their rights, which is why I am backing this campaign 100%. In this way, Mark's death will not have been in vain."  
Maureen Hopkins, Mark's mother.



# STANDING UP TO McDONALD'S

There have been disputes and strikes in a number of countries, and in some the company has been forced to accept trade unions and workers' rights. In Canada recently, a 16 year old crew member, keeping it secret from management, single-handedly **signed up over half of the workers** in her store into a trade union. In 1994 in France, **five Store Managers were arrested** for refusing to recognise crew members' rights and trade union elections in their stores. A strike has also taken place there.

**McDonald's On Trial At The High Court-** The company's business practices have been under the spotlight in a mammoth libel trial at the High Court in London. Two supporters of London Greenpeace have defended leaflets criticising McDonald's, including a whole section criticising crew pay and conditions. 35 ex-workers came forward to help them by giving evidence of what really goes on inside the stores. This has benefitted all McDonald's workers by forcing the company onto the defensive **so now's the time to organise!**

**"It's their right to join a Union if they so choose."**

**Paul Preston (McDonald's UK President) in the High Court, 5th July 1994**

**WHAT YOU CAN DO** - Obviously you'll need to be careful. But you can:

- **copy these leaflets** to give secretly to your mates, including at other stores
- find out and **demand your legal rights** and use company grievance procedures
- anonymously **tip off local press and others** about in-store conditions (including food quality and hygiene)
- **refuse to play the 'hustle' game**
- **build up solidarity** amongst staff by getting together in the crew room, or better still by socialising together or organising meetings outside the store to talk about problems
- secretly **join a trade union** and get others to do so as well.

Why not access the **'McSpotlight' Internet site** (<http://www.mcspotlight.org/>). Join the many McDonald's workers and managers sharing their views and experiences by contributing to the McSpotlight on-line discussion forum - the **Workers' Debating Room**

**HOW WE CAN HELP** - We are trades unionists and low paid workers like yourselves who've clubbed together to set up the **Support Network for McDonald's Workers**. We can provide information on your legal rights - industrial tribunals, health and safety rights, employment and anti-discrimination laws.

We can send you more of these leaflets (free to workers), plus more detailed ones. Also general advice on standing up to McDonald's - we've had the same sort of experiences as you! Most importantly we're building up a nationwide support network to provide information and to promote solidarity for all McDonald's workers wanting to fight for their rights. We know that people gain confidence and strength when they have back-up.

**Some McDonald's workers have already contacted us about getting involved. How about you and your workmates? For more details, fill out the tear-off slip or contact us on the number below. Send us your ideas or grievances! All info treated confidentially.**

Please send me more information about the **Support Network for McDonald's Workers**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Send to: Support Network for McDonald's Workers, c/o MSC, 5 Caledonian Road, London N1 9DX.

Other contacts: **01603 611072**(south) / **0161 231 8177**(north)