

# Fast Food Worker Campaign in Hong Kong

Ms. LO Io

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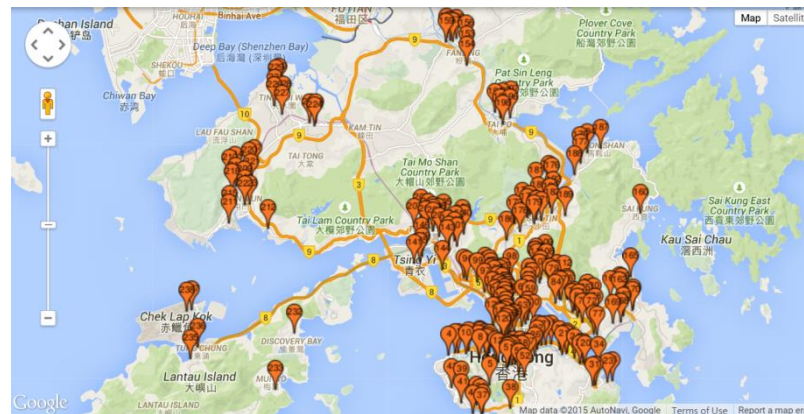
Catering And Hotels Industries Employees General Union (CHIEGU)

Affiliate of Hong Kong Confederation of Trade Unions (HKCTU) and IUF



# Mappings

- McDonald's Hong Kong®
- all company operated stores
- No franchise
- Number of branch stores: 238 → 230
- More than 10,000 employees

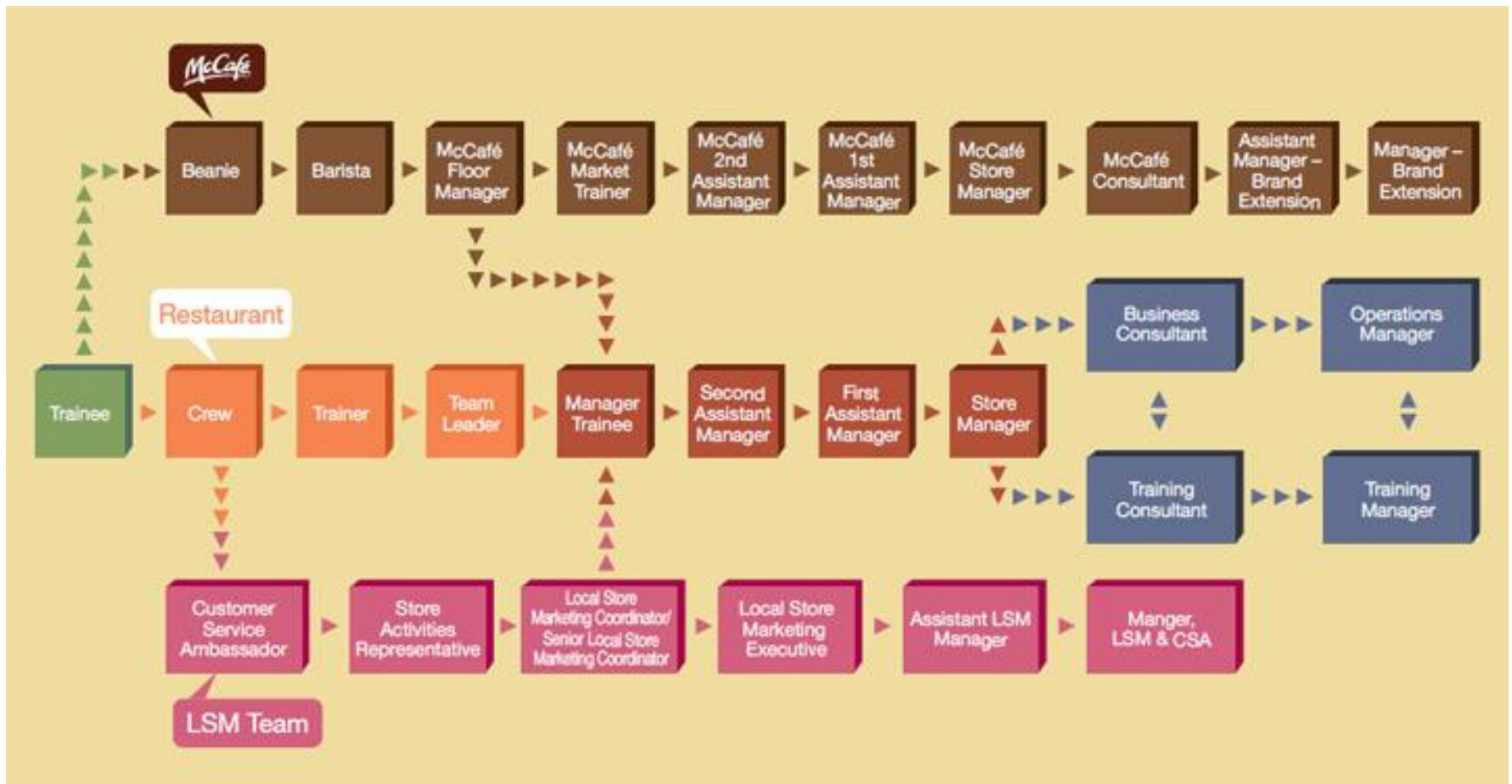


# Revenues and company-operated margins

- China, Australia and Japan account for collectively 52% of APMEA's revenues (2014):
  - 243.76 millions
- Company-operated margins of APMEA
  - 585 millions



# Employment information



- Generally, employment status in McDonalds:

>10 Crew and  
Mc'café beanie:

- Mainly part time workers
- Hourly paid, \$32.5-36/hr  
US \$4.1 – US 4.6
- 0.5 hour breaktime after 4 working hours (no paid, irregular assigned)
- No labor welfare unless a continuous contract

2-3  
manager trainee:

- Full time
- Monthly paid,  
\$11,000 – 10,000  
US \$1410-1282
- No overtime working allowance
- Include labour welfare

1-2  
store manager:

- Full time
- Monthly paid  
\$18,000  
US \$ 2307

# Case analysis

- Mr Ng (35 years old)
  - Position: Crew
  - Year of service: 3-4 years
  - Wage: \$31 (US3.9) → \$32.8/hr (US4.2)  
(minimum wage is \$32.5!)
  - Had to take over duties in another store as insufficient crew staff (without traffic allowance)



- Miss Hui (41 years old)

- Position: Mc'café beanie
- Year of service: 1.5 year
- Wage: \$32 (US4.1) → \$34 (US4.3) → \$36 (US 4.6)
- Low wage around \$5000 income per month, insufficient for taking care the family
- Huge workload, only 1 beanie in the night shift, she cannot take break after 4 working hours



# Issue we concern

- Low wage
  - Starting point is very low, around \$32.5-34 (depend on district)
  - wage adjustment is based on the performance of each staff, but only \$0.5-\$1 raise each year
- Unstable working hours
- Summer job scheme:
  - Standardized the starting point in \$32.5 (the statutory minimum wage in Hong Kong) in summer time





# Organizing Plan

- Target: Mcdonald's Workers
- Accumulated Crime List:
  - Lower wage in Summer Time, No fixed hour, irregular meal time, no-paid OT
- Workers meetings
- Deliver leaflet at stores



# Global action day

