



# Collective bargaining in Germany

**2nd IUF International Fast Food Worker's meeting.**  
Detroit, USA, June 8, 2015

# Overview



- **Who we are?**
- **Working conditions in the fastfood sector**
- **How we got the collective agreement?**
- **What happens currently in Germany?**

# Who is NGG?



- Oldest trade union in Germany. Founded in 1865 (150 years)
- Responsible for workers in the food & tobacco industry, in bakeries, hotels, and restaurants
- German principle: One factory – one trade union
- 200.000 members

# About me



- Christian Wechselbaum
- Union secretary at NGG headquarter in Hamburg
- Responsible for the fastfood sector on national level
  - Coordination of activities
  - Collective bargainings
  - Supporting general works councils



# McDonalds Strategy in Germany



## ➤ Social partnership to stop media scandals:

- Founding an employers association (BdS)
- The Majority of members franchise partners have to accept the collective agreement (BdS Statute).
- First collective agreement between BdS and NGG settled in 2007.
- Regular collective bargainings between BdS and NGG.
- Advising the franchise partners in conflicts with NGG.

# Employers Association

(Bundesverband der Systemgastronomie e.V.)



- 2.700 stores, 100.000 employees
- Brands:
  - McDonalds,
  - BurgerKing,
  - Starbucks,
  - Kentucky Fried Chicken
  - PizzaHut
  - Autogrill
  - Nordsee
  - Vapiano...

# Regulated rights in the collective agreement



- Wages from 8,51 Euro – 18,90 Euro (West Germany)
- Working times: 39 hours/week, 5 days/week
- 20 % - 33 % overtime supplement
- 15 % night supplement
- 50 % - 100 % national holiday supplement
- 25 – 30 holidays
- 100 Euro – 568 Euro holiday bonus
- 100 Euro – 568 Euro christmas bonus

# The reality of social partnership



- 40 Strikes during bargainings in December 2014
- Background: Employers planned to cut regulatory minimum wage because of the legal minimum wage of 8,50 Euro started at the 1st of January 2015.







# Current themes

# Autogrill



- International travel gastronomy with 1.300 employees in Germany.
- NGG claims for collective agreement.
- Five month permanent strike with flexible tactics.
- Finally Autogrill joins the BdS and accepted the collective agreement!



# Burger King



- 2013 Burger King offered all 91 company-stores (3.000 employees) to a russian/turkish franchise partner (Yi-Ko Holding).
- The new CEO started massive pressure to employees and works councils
  - Withdrawal of all contracts with the works councils
  - Ignore labour laws and collective agreements
  - Monthly delayed and false payments
  - Mobbing against works council members (legal warnings, withdrawels, lawsuits)
  - Leaving the employers association BdS

# Trade Union Action



- Supporting members in lawsuits.
- Helping members with emergency payments.
- Claiming Burger King to take responsibility.
- Starting a media campaign against.



# Results



- Giant media scandal in Mai 2014 (Up to 40 % less turnover).
- Burker King withdraws the franchise contract in October 2014. Restaurants hat to close for a few days. After then Burger King allows to open temporariliy.
- CEO was fired and a new management was established.
- The employer started to discuss with works councils and NGG.
- Request to be member of BdS again.
- All lawsuits again employees were stopped.



➤ **Thank you!**

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Gewerkschaft NGG