

RESPECT!

ORGANIZING IN THE
FAST FOOD INDUSTRY



INTERNATIONAL FAST FOOD CONFERENCE

6-8 JUNE 2015
DETROIT, MICHIGAN

OUTLINE

I. Introduction

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INTRODUCTION

The campaign in McDonald's, which can be traced back in 2010, is part of the APL's anti-contractualization campaign. The APL Youth led the campaign to raise awareness among young workers who are most exposed to non-regular work.



Fast food restaurants in the Philippines are known to employ youth on a contractual (non-regular) basis. McDonald's chain of fast food restaurants was targeted because it is one of the most popular fast food chains in the Philippines.



A survey among fast food workers was conducted in 2013. The purpose of the activity was to determine the basic issues faced by workers regarding their work such as hours of work, pay, occupational health and safety, among others.

Formal organizing only started in 2014.



RESEARCH: TURNOVER WORK

Turnover work is defined as the additional work a fast food crew needs to accomplish after her/his normal shift.

Also called “charity work” in another fast food brand.



Turnover work is not paid.

Although crews are aware that turnover work is unpaid, it appears that the practice has considerable acceptability among fast food workers.

No written company policy about turnover work.



While turnover work is very likely to be observed among fast food crews, it is not confirmed whether branch managers also engage in turnover work.



SURVEY ON TURNOVER WORK

A survey is conducted among McDonald's crews in Metro Manila branches.

The survey aims to build a case against turnover work and estimate the average amount that is being taken away from what workers should earn.



Objective: Determine how long does the average fast food crew spend on turn over work, and how much does the average fast food crew lose in terms of wage?

Target samples: 100 respondents from McDonald's branches in Metro Manila only.

Basic assumptions:

1. In McDonald's branches, crews tend to move across stations. This eliminates the need to differentiate between responses by a crew in the kitchen and a crew in the ice cream station.

2. McDonald's crews do not have fixed shifts, thus, responses will reflect average turnover work length across different shift. This eliminates the need to look at responses across various shifts.



3. Turnover work length is thought to vary depending on whether a certain branch operates 24-hours per day or not. It is expected that 24-hour branches have longer turnover work length.



4. It is also expected that turnover work length differs according to the location of the branch. The team categorized branches as either within the vicinity of a shopping mall or not.
 5. Finally, to see whether there is difference between the turnover work length in GADC-operated and non-GADC-operated branches, it is important to distinguish between these two types of branches.
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Results

- There were 100 responses gathered.
 - 39 of these responses are from crews in branches within shopping malls.
 - 52 responses came from crews in branches operating 24 hours every day.
 - 68 responses came from branches operated by the Golden Arches Development Corporation.
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- The average length of turnover work is 41.46 minutes.
- Based on a 6-hour workday, turnover work constitutes 10.33 percent of work of crews.

- Based on 466-pesos minimum wage in Metro Manila for non-agricultural enterprises, the average turnover work amounts to 40.25 Php (0.9 USD) per day per crew.
- This is equivalent to 1,006.23 Php (22.46 USD) every month or 12,074.74 (269.5 USD) Php per year.
- Thus, a branch that employs at least 60 crews will realize a “savings” of 724,484.38 Php (16,169.72 USD) every year.

- Length of turnover work does not vary according to whether a branch is in a mall or not, operates 24 hours every day or not, or whether it is operated by GADC or an independent franchisee.
 - This implies that turnover work is widespread practice in McDonald's branches in Metro Manila.
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INITIAL ACTIVITIES

- Research
 - Series of orientation seminar among fast food workers
 - April 15 Global Day of Action
 - Leaf-letting during International Labor Day
 - Happy Camps!
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