

MCDONALD'S

→ Formal Notice

March 30, 2022

ISSUES

On March 2022, a formal notice was sent to McDonald's France for breach of the company's duty of vigilance. McDonald's France is the leading fast-food chain in France, one of the main customers of the agri-food industry and one of the main employers with more than 75,000 employees working in McDonald's restaurants in France. However, unions argue that the company has failed to publish any vigilance plan since the French law on duty of vigilance was enacted in 2017, despite numerous violations of human rights, health and safety and the environment that have been documented for many years in France and in its supply chain.

ACTORS

The French Confédération Générale du Travail (CGT) and the Brazilian trade union Confederations União Geral de Trabalhadores (UGT) and Central Única dos Trabalhadores (CUT) have initiated this legal step towards McDonald's France.



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To go further 



McDonald's : The Footprints of a Giant, Reporter Brasil,
March 2022

PRESENTATION OF THE CASE

For many years, McDonald's workers, trade unions and NGOs have exposed McDonald's harmful practices for workers, public finances and the environment in spite of the company's CSR and ESG commitments.

According to the formal notice, significant violations and risks of violations have been identified in McDonald's restaurants in France – and across the world – and in its supply chain.

With regard to the situation of employees in France, the formal notice underlines inter alia violations to the right to just and favorable conditions of work and an adequate standard of living, as well as violations to the right to dignity and to freedom of association within McDonald's franchised and corporate-owned stores. For many years in France, McDonald's employees have been denouncing circumvention of employee profit-sharing, increasingly understaffing, imposed changes in schedules, imposed part-time, risks for their health and security. They also have been denouncing McDonald's failure to address and deal with complaints relating to sexual harassment in McDonald's restaurants.

Moreover, McDonald's was found several times in violation of rules governing freedom of association, including transfer of restaurants to hinder trade union establishment and union discrimination.

With regard to the company's value chain, McDonald's sources coffee (through the Massimo Zanetti Group), orange juice (through Sucocitrico Cutrale and The Coca-Cola Company) and soy for chicken feed (through SLC Agricola and Cargill) from Brazil. Trade union organizations have denounced serious violations of workers' fundamental rights in these supply chains including inter alia the discriminatory dismissals of pregnant employees, failures to comply with health and safety rules, failures to pay remuneration and premiums. According to the formal notice, adverse impacts on the environment have also been documented, in particular the use of pesticides and dangerous substances and contribution to deforestation. Although McDonald's promotes its Supplier Code of Conduct, the report published by Reporter Brasil in March 2022 underlines regular adverse impacts over many years and thus questions the efficacy of the implementation of such Code of Conduct.

