

Chris Kempczinski, President and CEO
McDonald's
1035 W Randolph Street
Chicago, IL 60607

Dear Chris Kempczinski,

We write on behalf of 12 organizations regarding McDonald's failure to guarantee paid sick days and paid family and medical leave to all workers in both franchised and corporate restaurants.

We are disappointed by McDonald's response to the COVID-19 crisis when it comes to workers' safety and their families' well-being. The emergency paid sick leave policy that has been adopted by McDonald's applies to fewer than 10 percent of McDonald's workers and fails to adequately protect the health of workers and their families, McDonald's customers, and our communities. News reports reveal that the company even lobbied to have the majority of McDonald's restaurant workers excluded from the sick leave requirements of the Families First Coronavirus Act.¹

In a recent survey, nearly 80 percent of McDonald's workers reported that they did not have access to paid sick days.² That is unacceptable under normal circumstances, but during a global pandemic such as the one currently faced by our nation and world, it is dangerous.

More than 1 in 5 McDonald's workers recently reported going to work while feeling sick.³ Nearly half of workers who said they came to work while feeling sick did so because they couldn't afford to lose pay.⁴ It is not a surprise that dozens of McDonald's workers have contracted COVID-19 and that clusters of cases among workers are emerging at McDonald's restaurants.^{5,6} As the biggest name in fast food, the company must respond more seriously to this crisis. Inaction now is cruel, and detrimental to McDonald's staff, customers and our communities.

In March, McDonald's released five core COVID-19 principles: we're all in this together; think and act with a long-term mindset; transparency with stakeholders; lead by example; and stay true to our purpose by fostering community. By the company's own standards, it is failing to protect its own, ensure workers' maintain employment and health, set a high bar for other corporate actors, and safeguard community wellness. But there is still time for your team to turn things around.

We strongly urge McDonald's to adopt a permanent policy to give all workers who wear the McDonald's uniform — in both corporate and franchised restaurants — access to:

- **Paid sick days**
- **Paid family and medical leave**



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Together, our organizations represent millions of consumers who stand in support of McDonald's workers. In fact, more than 100,000 have already signed a petition demanding that McDonald's give all workers paid sick and family and medical leave now. We urge the company to take these requests seriously, and would be happy to meet with you and your team to discuss a plan of action.

Sincerely,

American Civil Liberties Union
Daily Kos
Fight for \$15 and a Union
Mississippi Reproductive Freedom Fund
MoveOn
National Partnership for Women & Families
Paid Leave for All
Paid Leave for the United States
Presente.org
Service Employees International Union
SumOfUS
UltraViolet



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References:

1. Kate Taylor, "[McDonald's pushes back against aspects of the coronavirus sick leave bill](#)," Business Insider, March 8, 2020.
2. Daniel Schneider and Kristen Harknett, "[Estimates of Workers Who Lack Access to Paid Sick Leave at 91 Large Service Sector Employers](#)," Shift Project, accessed May 14, 2020.
3. Service Employees International Union, "[Working at McDonald's During a Pandemic](#)," April 8, 2020.
4. Ibid.
5. Kate Taylor, "[McDonald's coronavirus cluster sickens at least 12](#)," Business Insider, April 12, 2020.
6. Mona Holmes, "[Positive COVID-19 Tests at LA McDonald's Leads to Statewide Fast Food Strike](#)," Eater Los Angeles, April 10, 2020.