

## 2011: the big year for fast foods

2011 is a big year for Unite!

It's the year we drive our campaign for a \$15 minimum wage and fight for a share of the profits from the Rugby World Cup.

The first members to take action were Skycity Casino workers who held stopwork meetings from midnight on January 1st to get the \$15 campaign off to a good start.

But the early part of the year also involves negotiations with McDonald's, Burger King, Events and Hoyts Cinemas. The McDonald's contract expires on 28 February with Burger King, Events and Hoyts all expiring on 31 March. For each negotiation we are proposing members cam-

paign for a \$15 minimum wage.

We will be organizing meetings in stores where members will be able to discuss the claims and have your say on the issues you want negotiated. To help you get thinking, delegates to the Unite National Conference last November drafted some key claims which are printed in this newsletter.

It's clear from discussion with members so far that security of hours will be a key claim. A pay rise doesn't mean much if a company can chop and drop hours whenever it suits them.



## McDonald's profits leap in recession

For the year ending 31 December 2009 McDonald's Restaurants (NZ) Ltd (McOpCo) made \$34,050,000 in after-tax profit - almost \$9 million more than the previous year. McOpCo owns and runs less than a quarter of all McDonald's restaurants (which are mainly franchised in New Zealand) but still made massive profits.

Unite obtained the McDonald's (NZ) annual report for 2009 and despite increases in wages of staff saw a *decrease* in the percentage of labour costs. This money went to shareholders instead of hard-working staff.

It has often been said that fast food restaurants are a boom industry in a recession. This is clearly the case with McDonald's.



Unite members strike 30 minutes after midnight on New Years day at Skycity Casino in Auckland

## Burger King and McDonald's workers: what do you want?

Negotiations are quickly approaching for two of the largest fast food industry staff contracts. Unite will be negotiating over wages and conditions with McDonald's and Burger King from March 2011. Delegates from both of these companies attending Unite's inaugural conference in Auckland recently discussed what they would like to see change at work and in their contracts. Here are some of their suggestions:

### McDonald's

- \$15 per hour start rate
- Security of hours and recognition of the full time position
- Graveyard allowance applied to all staff and for the entire shift.
- McCafe training and allowances
- A union noticeboard in each restaurant
- Security provided during night shifts
- At least 2 maintenance staff rostered at all times

### Burger King

- \$15 per hour start rate
- Security of Hours and recognition of full time
- Time and a half for overtime rates
- Long service after 5 years instead of 10 years
- Allowed 5-10min with Unite organiser instead of 3-5min
- A union noticeboard in each restaurant

*Unite will be organising meetings throughout Burger King and McDonald's over the next few months to discuss these proposals.*

## Biggest strike in history as 100 million workers stop work in India



*A rally in support of national protest strike in the south Indian state of Tamil Nadu*

Indian workers know how to stand up for their rights- after all, these are the people who defeated the mighty British Empire in an independence struggle! Since September 2010, the Indian trade unions have been fighting higher prices and low pay, with over 100 million workers joining the general strike! With things like rent and GST increasing here in New Zealand, we should all take inspiration from India. As Gandhi said- first they ignore you, then they laugh at you, then they fight you, and then you win!

## McDonald's and Burger King lagging behind...

Over the last six years Unite has negotiated wages and conditions across the fast food industry and made significant improvements for fast-food workers. In KFC and Pizza Hut team members are paid \$13.70 after training and will receive a further 3% increase in March which will take their wages to \$14.11 after training. Their starting rate will also increase by 3% to \$13.13 from 31 March.

Wendy's restaurants agreed in 2007 during union negotiations to offer staff guaranteed shifts for long serving staff up to 30 hours per week with open availability and up to 25 hours with availability on 6 days.

Restaurant Brands (KFC and Pizza Hut) and Wendy's continue to expand their businesses despite the introduction of these new wages and conditions. These are all improvements that union members had to campaign to win but they show what can be achieved when workers campaign together. We need to remember that all fast-food restaurants are booming through the recession.

## What can you do?

With negotiations quickly approaching here are some suggestions of things you can do at your restaurant to get things started.

- Call your organiser to hold a meeting in your store
- Help organise the meeting
- Encourage other staff to join the union and the \$15 minimum wage campaign
- Get active in helping improve pay and conditions on your worksite



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