

TIME'S =UP

November 12, 2019

Chris Kempeczinski, President & CEO
Joe Erlinger, President of McDonald's USA
Enrique Hernandez, Jr, Chairman of the Board
McDonald's Corporation
110 North Carpenter Street
One McDonald's Plaza
Chicago, IL 60607

Delivered via email

Dear Chris Kempeczinski, Joe Erlinger, Enrique Hernandez, Jr. and Members of the Board of the McDonald's Corporation,

Less than 10 days ago, you demonstrated leadership on matters of workplace equity by taking swift action when you learned that former CEO Steve Easterbrook had violated company policy by having a relationship with an employee. In doing so, you demonstrated a willingness to stand up for fairness for workers in your corporate headquarters, and for this, we commend you.

We write to you today, upon news of a *third wave* of sexual harassment charges, to once again implore you to take the safety and dignity of workers in McDonald's restaurants just as seriously. At least 30 workers in the past 18 months have, with the support of the TIME'S UP Legal Defense Fund, stepped forward to file federal lawsuits and formal complaints of egregious sexual harassment, assault, and related retaliation. Six months ago, we wrote to you personally and demanded action to protect McDonald's workers (correspondence appended). Specifically, we asked you to:

- Provide comprehensive training, system-wide, for employees and managers — including what bystanders can do;
- Require that all stores — corporate and franchised — protect their workers from sexual assault and harassment;
- Ensure that there is a fair and effective process for reporting incidents of harassment, that employees know their rights and managers know their responsibilities;
- Guarantee that workers do not face retaliation if they report harassment; and

- Commit to transparency about the amount of harassment that occurs — in all stores, corporate and franchised — and what actions the company takes when it does.

In August, you announced a new anti-harassment training. This is a step in the right direction, but clearly not nearly enough to prevent the pervasive sexual harassment that is happening on your watch. As one of the largest employers in the world, you should be taking the biggest and boldest actions possible to protect the safety of your workforce. Ensuring all McDonald's locations are safe and equitable workplaces should be a key performance indicator for corporate-owned *and* franchise locations.

Under new leadership, McDonald's has an opportunity, and obligation, to act now to ensure that all of its locations are safe and equitable for all.

We hope you will seize this moment. McDonald's workers can't afford to wait any longer.

Signed,
TIME'S UP

ATTACHMENT ENCLOSED

May 21, 2019

Steve Easterbrook, President & CEO
Chris Kempczinski, President of McDonald's USA
Enrique Hernandez, Jr, Chairman of the Board
McDonald's Corporation
110 North Carpenter Street
One McDonald's Plaza
Chicago, IL 60607

Delivered via email

Dear Steve Easterbrook, Chris Kempczinski, Enrique Hernandez, Jr. and Members of the Board of the McDonald's Corporation,

When people reported getting sick from McDonald's salad, you immediately pulled lettuce from 3,000 of your restaurants, whether they were run by the corporation or a franchisee. You acted swiftly to protect your customers and to provide the McDonald's signature consistency that the world knows and loves. This was the right move. It was a public health crisis.

And yet, another public health crisis — the rampant sexual harassment of your workers — persists at your restaurants and you continue to neglect it, as if you are powerless to fix it.

One year ago, with the support of the TIME'S UP Legal Defense Fund, women working at McDonald's restaurants in nine cities across the country filed sexual harassment charges against your company. A few months after these cases were filed with the U.S. Equal Employment Opportunity Commission (EEOC), McDonald's workers made history when they walked off the job during the lunch rush, staging the first multi-state strike against sexual harassment in U.S. history.

A year has passed and McDonald's has failed to respond adequately, putting workers' safety on the line. Today, additional workers have bravely stepped forward to file disturbing new EEOC complaints of harassment, abuse and retaliation that have occurred recently at McDonald's restaurants. TIME'S UP has a simple but profound vision: a world that insists on safe, fair and dignified work for women of all kinds. If McDonald's is to become the "modern, progressive burger company" you aspire to be, you could join with us to bring our vision to life for McDonald's workers worldwide.

It's time for McDonald's to take affirmative steps to change the dangerous conditions that have persisted at your locations around the globe. Here's how to show McDonald's workers' safety and

dignity is your priority, from your corporate headquarters in Chicago to your restaurant branches and franchises:

- Provide comprehensive training, system-wide, for employees and managers — including what bystanders can do.
- Require that all stores — corporate and franchised — protect their workers from sexual assault and harassment.
- Ensure that there is a fair and effective process for reporting incidents of harassment, that employees know their rights and managers their responsibilities.
- Guarantee that workers do not face retaliation if they report harassment.
- Commit to transparency about the amount of harassment that occurs — in all stores, corporate and franchised — and what actions the company takes when it does.

If you can protect your customers from bad lettuce, you can protect your workers from sexual harassment and assault. The TIME’S UP Legal Defense Fund is proud to support the McDonald’s workers fighting for their safety, dignity and respect at work, but the truth is protecting the 1.9 million people who work at McDonald’s from sexual harassment, assault and retaliation is *your responsibility*.

Your workers can’t wait any longer. For over a year, you’ve refused to act on behalf of the 15-year-old cashier at a McDonald’s restaurant in St. Louis who reported sexual harassment to her manager and was told that she would “never win that battle” and not to try. You’ve refused to act on behalf of one of your workers in Chicago who was asked by her manager if she wanted to see his penis, reported it to a supervisor, and was then fired. You’ve refused to act on behalf of one of your workers in New Orleans who complained about a co-worker groping her and was told by her manager that she was “probably giving sex appeal” and should “take it to the next level with him.” The harassment and abuse of these women, and that of the additional workers who filed their cases today, is the result of McDonald’s failure to take adequate action.

Today, tomorrow and for as long as it takes, know this: TIME’S UP is committed, on behalf of McDonald’s workers everywhere, to assure that these concerns are not ignored.

Signed,
TIME’S UP