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Factsheet for case **DE-2020-12/713**

## HR-partnership between McDonalds and Aldi

Factsheet generated on 29 April 2020, 13:40

|              |  |
|--------------|--|
| Country      | Germany, applies nationwide  |
| Time period  | Temporary, started on 20 March 2020  |
| Type         | Company practice   |
| Category     | Support for essential services<br>– Smoothing frictions or reallocation of workers |
| Case created | 17 April 2020 (updated 28 April 2020)  |

### Background information

For halting the spread of Covid 19, since 22 March 2020 public gatherings of more than two persons are banned, except for families and persons living together. Restaurants have been told to close unless they offer food delivery and pick up. Grocery stores on the other hand are permitted to stay open, sell groceries as well as other goods and because of a great number of customers are in need of staff.

### Content of measure

Against this background two major employers, McDonalds and food discounter Aldi, developed the idea of staff exchange.

The idea of staff exchange during times of crisis is not new but typically involves more than two companies. During the economic crisis 2009/2010 some employer-alliances were set up for exchanging staff at regional level. The bilateral inter-company cooperation by McDonalds and ALDI was developed by the human resource departments of the two companies. When the measure started Aldi was in need of 3,000 additional workers whereas McDonalds' franchise companies employed 60,000 workers at risk of unemployment. As explained by McDonald's HR manager, the company aimed at a very fast solution and therefore focussed on the individual transfer to another company.

McDonalds is affiliated to the federal association of system caterers BdS which negotiated a sectoral Corona-protection agreement with trade union NGG (see factsheet) which states that dismissals shall be avoided.

Aldi's staff needs are communicated to regional McDonald's companies (franchises) which offer leaves for workers who want to take up these fixed-term jobs. During the leave, wages are paid by ALDI,

## Use of measure

No data provided. At the beginning of the lockdown, ALDI had a need for 3,000 extra staff.

## Actors, target groups and funding

| Actors              | Target groups | Funding |
|---------------------|---------------|---------|
| Company / Companies | Employees     | Other   |

## Social partners

|                         |                |
|-------------------------|----------------|
| Role of social partners | No involvement |
| Form of involvement     | Other          |

No direct involvement by the trade unions but the partnership agreement relates to the sectoral agreement settled by system caterers and trade union NGO which settles that direct dismissal shall be avoided (see factsheet)

## Sectors and occupations

This case is sector-specific (only private sector).

| Economic area  | Sector (NACE level 2)                                      |
|--|--|
| G - Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles | G47 Retail trade, except of motor vehicles and motorcycles |
| I - Accommodation And Food Service Activities                            | I56 Food and beverage service activities                   |

This case is occupation-specific.

| Occupation (ISCO level 2)   |
|-----------------------------|
| Sales workers               |
| Food preparation assistants |

## Sources

- 20 March 2020: Personalpartnerschaft McDonalds-Aldi