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

HR-partnership between McDonalds and Aldi

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Country	Germany, applies nationwide
Time period	Temporary, started on 20 March 2020
Type	Company practice
Category	Support for essential services – Smoothing frictions or reallocation of workers
Case created	17 April 2020 (updated 18 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 cooperating in HR exchange. In Germany, some few regional employer-alliances for staff-exchange operated during the 2009/2010 economic crisis - all of these set up in cooperation with the regional trade unions; the bilateral inter-company cooperation is a new form developed by the HR departments of the two companies. When the measure started Aldi was in need of 3,000 additional workers, MC Donalds' franchise companies employed 60,000 workers. Both companies also used the measure for public relations. McDonalds is affiliated to the federal association of system caterers BdS which negotiated a sectoral Corona-protection agreement with trade union NGO (see factsheet)

According to McDonald s HR manager, the measure aimed at being very fast and therefore avoided the temporary agency legislation by focussing on individual cases. An official partnership agreement was not concluded.

The peak level HR departments exchanged contact details for establishing contacts at regional level. Aldi's staff needs are communicated to regional McDonald's companies (franchises) which offer these job transfer options to individual workers. The job transfer is provided based on individual leave regulations which permit employment by ALDI during the leave. During the leave, wages are paid by ALDI - which in practice are somewhat higher than those by McDonalds.

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