

United States Senate

November 22, 2019

VIA ELECTRONIC DELIVERY

Mr. Chris Kempczinski
Chief Executive Officer
McDonald's Corporation
110 N. Carpenter Street
One McDonald's Plaza
Chicago, IL 60607

Dear Mr. Kempczinski:

I write regarding McDonald's Corporation's ongoing efforts to address workplace harassment, abuse and retaliation. In June 2019, I and seven other United States Senators wrote to your predecessor urging him to ensure that all workers in a McDonald's uniform feel safe and protected in the workplace. Given the gravity of these issues, I am disappointed and frustrated that – after almost six months – McDonald's has still not responded in writing to that letter.

As you begin your tenure as CEO, your top priority should be helping those who put on a McDonald's uniform feel safe when they go to work. Today I sat down with several McDonald's workers who feel that the company and your predecessor have failed to adequately address their concerns.

As my colleagues and I wrote in June, ongoing reports of workplace harassment, abuse and retaliation at McDonald's locations are unacceptable. I believe McDonald's must enact greater enforcement policies against independent owner operators who do not administer appropriate trainings or who fail to maintain a safe work environment. In addition, I believe it would be beneficial for you to meet with these workers personally to hear their stories and experiences.

With all those concerns in mind, it is my sincere hope that you will provide a prompt reply to the original letter and answer our detailed questions. I have enclosed an additional copy of that letter here.

I appreciate your attention to this important matter, and I look forward to hearing from you.

Sincerely,



Tammy Duckworth
United States Senator