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LEGISLATIVE ACTION ALERT



Office of Congressional and Public Affairs

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Proposed Settlement Agreements Presented in *McDonald's USA, LLC, et. al.*

New York, NY — Yesterday, McDonald's USA, LLC and its franchisees submitted to Administrative Law Judge Lauren Esposito settlement agreements that had been negotiated by the Counsel for the General Counsel of the National Labor Relations Board. Drafts of the agreements were previously presented to counsel for charging parties for review and comment.

McDonald's USA, LLC asked Judge Esposito to approve the proposed settlement agreements, which are intended to provide 100% of backpay for the alleged discriminates and represent a full remedy for all unfair labor practice cases pending before Judge Esposito, including those that were previously severed from the litigation.

These settlements represent a full remedy for the employees who have waited since the first charges were filed in November of 2012 and, if approved, would avoid years of possible additional litigation.

McDonald's USA, LLC has agreed to certain steps to ensure that the settlement will be fully effectuated and honored by its franchisees, including the establishment of a settlement fund in the event of any breaches of the settlement agreements.

Established in 1935, the National Labor Relations Board is an independent federal agency that protects employers and employees from unfair labor practices, and protects the right of private sector employees to join together, with or without a union, to improve wages, benefits and working conditions. The NLRB conducts hundreds of workplace elections and investigates thousands of unfair labor practice charges each year. The Office of the General Counsel is independent from the Board and is responsible for the investigation and prosecution of unfair labor practice cases, for the conducting of secret ballot elections to determine whether employees desire union representation, for the overall supervision of field offices around the country, and for the general oversight of the Agency's administrative, financial, personnel and human capital operations.