

# **„Grocery delivery services from Flink“**

**by Elmar Wigand**

## **Input Notes**

### **1. What are the main grievances of the riders in your country?**

- Dismissals (individual or collective).
- Arbitrary rosters, no influence on rosters.
- Understaffing (stress) / Overstaffing (boredom).
- (In some hubs:) Bullying supervisors. Bullies and other assholes as supervisors.
- No duty cell phones
- Driving in ice, slush and storms.

### **2. How do you organize? Autonomous groups, works councils, unions?**

- Somewhere in between. Both the large trade union Verdi and the syndicalist FAU Berlin seem dysfunctional at the moment. The Riders organize themselves independently and as works councils or lists of works councils. Some tend this way, some that way.
- There is a small trend of political activists working as riders and organizing as riders.

### **3. What are the main challenges in your struggles?**

- Fluctuation. The workforce is constantly changing.
- Large area: How do we reach as many hubs as possible?
- Individualism. Eventization of life. People are no longer used to attending regular meetings.
- Aggressive, costly and preventive union busting strategy by management: Ops Committees / SE Works Council.
- Arbitrary splitting of the Berlin Entity into five virtual Companies (Gerrymandering).

#### **4. What were your most important successes?**

Foundations of a works council election committee September 5th, 2022. The election is being challenged by Flink through its union busting law firm, Pusch Wahlig.

(Elmar Wigand is a former rider at „Flink“ and now works as the press officer of the NGO „Action against Labour Injustice“, Cologne )