

## WILKO SEVEN DAY WORKING – COLLECTIVE CONSULTATION

### Sunday Working

Wilko has enacted changes to Sunday working in 42 retail stores. Wilko says 24 stores, 185 team members have been impacted by changes to deliveries and 18 stores, 204 team members have been impacted by other unspecified operational issues.

No other Wilko stores should be changing Sunday working arrangements. Your GMB rep and GMB regional organiser will have a list of the stores affected.

Throughout the consultation GMB Union has opposed the changes. GMB does not believe Wilko has the right to unilaterally rota Sunday working and then deduct the hours from Wilko team members who have already opted out.

If you have opted out of Sunday working and you're now being rostered to work and having money deducted, you should contact your GMB rep and you may wish to lodge a grievance incorporating the wording below:

***“The proposed changes to my contractual terms will mean that I will suffer a reduction in my pay which amounts to an unlawful deduction from my wages contrary to s.13 of the ERA 1996; my contract of employment does not provide for this change in shift patterns and I have the right to opt out of Sunday working. I believe your action amounts to a detriment within s.45 of the Employment Rights Act 1996. I wish to formally register a protest and ask that the status quo applies whilst Wilko investigate my grievance.”***

### Sunday Opt Outs

Wilko are saying that where changes to Sunday working are being enacted because of changes to deliveries and there is no formal documentation to evidence a team member has opted out, then the team member will be expected to work Sundays and they will have to opt out again giving 3 months' notice.

GMB believes if a team member has opted out and Wilko has not recorded this or lost the record then team members should not be penalised. Please contact your GMB rep or regional organiser for advice. You may wish to raise a grievance. Wilko should not be trying to make team members work Sundays, when they've already opted out.

### Summary

GMB put forward that Wilko should pay an enhanced rate of pay for Sunday Working.

GMB argued that although we disagree with the implementation of the Sunday guidelines, Wilko could not rota and deduct more hours on a Sunday than the team member would normally work in the week. This has been amended.

GMB believes Wilko cannot unilaterally rota Sunday working and then deduct hours from team members who have already opted out. GMB believes this is a breach of contract and unlawful deduction of wages.




**GARY CARTER**  
**GMB NATIONAL OFFICER**

# Join now for protection, support and advice.

Hand this form to your local GMB representative, or post it by simply writing 'FREEPOST GMB' on an envelope. You don't need a stamp or any other address details. Questions? Email us at [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website: [www.gmb.org.uk](http://www.gmb.org.uk) where you can also join instantly.

**PLEASE USE BLOCK CAPITALS**

SIGN WHERE YOU SEE THE s

**TELL US ABOUT YOU.** This will help us do the best possible job for you.

Forename <input type="text"/>	Home address <input type="text"/>	Work address <input type="text"/>
Surname <input type="text"/>	Postcode <input type="text"/>	Postcode <input type="text"/>
Title Ms Miss Mrs Mr Mx		
Home phone number <input type="text"/>	Email address <input type="text"/>	Job title <input type="text"/>
Mobile number <input type="text"/>	Employer <input type="text"/>	Hours a week <input type="text"/>

**THE IMPORTANT BITS.** Please authorise us to take your fees from your wages.

*Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended*

I authorise my employer to deduct from my pay each week/month the sum of

£  or other amounts as may be fixed by GMB from time to time.

Pay number

- Please start the deductions immediately and pay the amounts to GMB.
- I note that this agreement may be cancelled by one month's notice in writing.
- I give permission to my employer to notify GMB of any future change of address.

Signature(s)

Date

**STAYING IN TOUCH.** We want to make it as easy as possible to talk to each other.

GMB contacts members by email, phone and SMS about issues related to membership, membership services and campaigns.

Tick if you **DO NOT** wish to be contacted by:  Email  Phone  SMS

GMB has a political fund to pay for political campaigning, which you can opt-in to for **1p a week**. In the past, the fund has helped win rights such as the minimum wage and maternity leave. There will be no detriment to you if you do not opt-in.

Do you want to opt-in to the political fund?  YES  NO

**AND JOIN.** I agree to abide by GMB rules.

Signed 

Date

To read the GMB rulebook please visit [www.gmb.org.uk/rules](http://www.gmb.org.uk/rules) For our privacy policy go to [www.gmb.org.uk/your-privacy](http://www.gmb.org.uk/your-privacy)

You can change your contact preferences at any time by logging into your MyGMB area at [www.gmb.org.uk/mygmb](http://www.gmb.org.uk/mygmb)

**Welcome to the GMB Union family!**

FOR GMB  
USE ONLY

Section

Branch number

Membership number

Join date