

## WILKO Pay Claim 2019 – Update

---

The GMB negotiating team met Wilko management on 29th January to discuss our pay claim for 2019.

We discussed the company's current trading position, profitability and the recent senior management changes. The discussions were constructive, but a pay offer was not made at the meeting and pay talks are going to take longer than usual to conclude. We have a further meeting scheduled for 14th March 2019 and we will keep you informed of any developments.

The National Living Wage increases will take place on 1st April 2019 and we will still be looking for any additional pay increase to be backdated to 1st April 2019.

### **Pay Protection – Night Shift Retail**

During the recent retail night shift consultation, GMB argued for redeployment opportunities to be made available to minimise and reduce redundancies. The GMB believed this could be best achieved by Wilko offering comparable hours and protecting peoples' pay.

**The Wilko redundancy policy, which is contractual, says team members who transfer into an alternative role will be offered a 13 week trial period and if the alternative role is at a lower rate of pay than the current position, Wilko will maintain the existing pay during the trial period and after that the team member's pay will be phased down over a 12 month period.**

Wilko has refused to apply the policy and has argued that the trial period and pay protection does not apply to a loss of shift pay. Wilko has only offered a 4 week trial and 8 week's pay protection.

**GMB believes this is wrong and a breach of contract and a potential unlawful deduction of wages.**

If you are a GMB member, who has transferred from nights to days and are affected by the trial period and pay protection, please contact your local GMB workplace rep, or GMB regional organiser. You can also speak directly to the GMB law firm, Unionline on 0300 333 0303.

If you wish to join GMB Union you can complete the form overleaf or join online [www.gmb.org.uk](http://www.gmb.org.uk)

Yours sincerely




**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