

GMB PAY & SICKNESS BULLETIN

Dear Members

Pay Claim 2020

The GMB Union has submitted this year's pay claim following the feedback from the pay surveys. A national meeting was attended by GMB reps from their respective regions, to reflect, and articulate the views and aspirations of our members. We've since had an initial meeting with management and the next meeting is scheduled for 6th February 2020. The GMB claim for 2020 is:

- a) An increase in level 1 basic rate to £9.00 per hour from 1st April 2020.
- b) The under 25 level 1 basic rate to be harmonised upwards with level 1, 25 and over rate from 1st April 2020.
- c) All other basic rates to be increased to maintain the current differentials in basic rates from 1st April 2020.
- d) Boxing Day & New Year's Day to be a non-trading day.

The Background to our Pay Claim

We know that it is tough in retail and the market in which Wilko competes has got harder. Brexit will continue to fuel uncertainty and there are no signs that consumers are going to start to spend more freely. High street retailers will have to fight hard to maintain customers and profit levels. We recognise that Wilko needs to adapt and modernise and the multi million pound investment in logistics is to be welcomed.

There has been significant change in retail and the number of employees has dropped dramatically in the last few years. Team members are under more pressure and their workload has increased. In distribution centres, team members are working more weekends and the investment in new management systems and kit will alter the established ways of working.

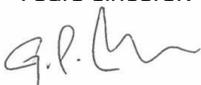
With the investment in systems and hardware there needs to be investment in team members, both in store, head office, and in the distribution centres. Team morale and engagement is paramount if Wilko is going to reach its goals. Maintaining the commitment to pay above the national living wage is very important to team members and their families, as are the pay differentials for other grades, which reflect the additional skills required to carry out the role.

Wilko team members need a fair and reasonable pay increase in order to maintain their standard of living. This goes for all grades.

Sickness Absence Policy

We've had a couple of meetings with Wilko and ACAS to discuss the current sickness policy. Management put forward proposals to take away the first three days of sick pay for non-executive grades and wanted to stop company sick pay in distribution centres if overall sickness rates (across the board) went above 3%. The GMB rejected both proposals at the second meeting and we will keep you informed of any developments.

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 or visit our website: www.gmb.org.uk where you can also join instantly.

PLEASE USE BLOCK CAPITALS

SIGN WHERE YOU SEE THE X'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	Date of Birth <input type="text"/>		
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 For our privacy policy go to 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

Welcome to the GMB Union family!

FOR GMB
USE ONLY

Section

Branch
number

Membership
number

Join
date