

WILKO – SICK PAY (No. 2)

Dear Colleagues

You will have seen press coverage and been briefed by management on changes Wilko wants to make to sick pay. Contrary to what Wilko has been briefing, GMB Union opposes management's draconian changes to team members' sick pay, and we will fight with our members to maintain a good sick pay scheme.

Here is how management want to slash the sick pay scheme:

Sick Pay – (this is the current sick pay entitlement)

Up to 3 months service	No company sick pay
Over 3 months – 6 months	1 week's sick pay
Over 6 – 9 months	2 weeks
Over 9 months – 1 year service	3 weeks
Over 1 year up to 5 years	4 weeks
Over 5 years	1 week for each year of service (max 26 weeks)

Sick Pay – (these are the cuts management are planning to introduce from 1st April 2020)

Up to 3 month's service	No company sick pay
Over 3 months – 6 months	No company sick pay
Over 6 – 9 months	No company sick pay
Over 9 months – 1 year	No company sick pay
Over 1 year up to 5 years	1 week's sick pay for each year of service
Over 5 years	1 week for each year of services (max 26 years)

Team members will only get company sick pay on the first occasion off sick. After the first occasion team members will only get statutory sick pay. Example: a team member has one day sick with a cold. They will be paid company sick pay for this day but, if they are sick on any other occasions during the year they won't receive any company sick pay.

Wilko have also stated they will remove invites to a separate formal meeting with an independent line manager on a different day. They have said they will instead issue a formal level, as part of the return to work investigation process, on the same day and with the same line manager. This is against ACAS guidelines and could result in removing your statutory right to union representation.

Why is Wilko doing this ? By cutting team members' sick pay, Wilko will save money and team members will be worse off.

Overall sickness levels are not high in Wilko. The current Wilko sick pay scheme is not more generous than other employers. Management is coming up with poor excuses to take away team members sick pay and save money.

The GMB Union believes this is wrong. It's bad for business and worse for team members.

Team members should get sick pay when they're ill. Team members still have to pay the bills and make ends meet if they can't come to work. Wilko team members deserve a good sick pay scheme.

Wilko used to care about its team members but is fast becoming a minimum wage and minimum benefits employer. That's not right, Wilko should value its hard working team members, leave team members sick pay alone, that way it will win back customers and restore trust.

Join the GMB Union campaign to Save Wilko Sick Pay. www.gmb.org.uk

Let's stand together and fight for team members sick pay.




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 s

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

Forename

Surname

Title

 Ms Miss Mrs Mr Mx

Date of Birth

Home address

Work address

Home phone number

Email address

Job title

Mobile number

Employer

Hours a week

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