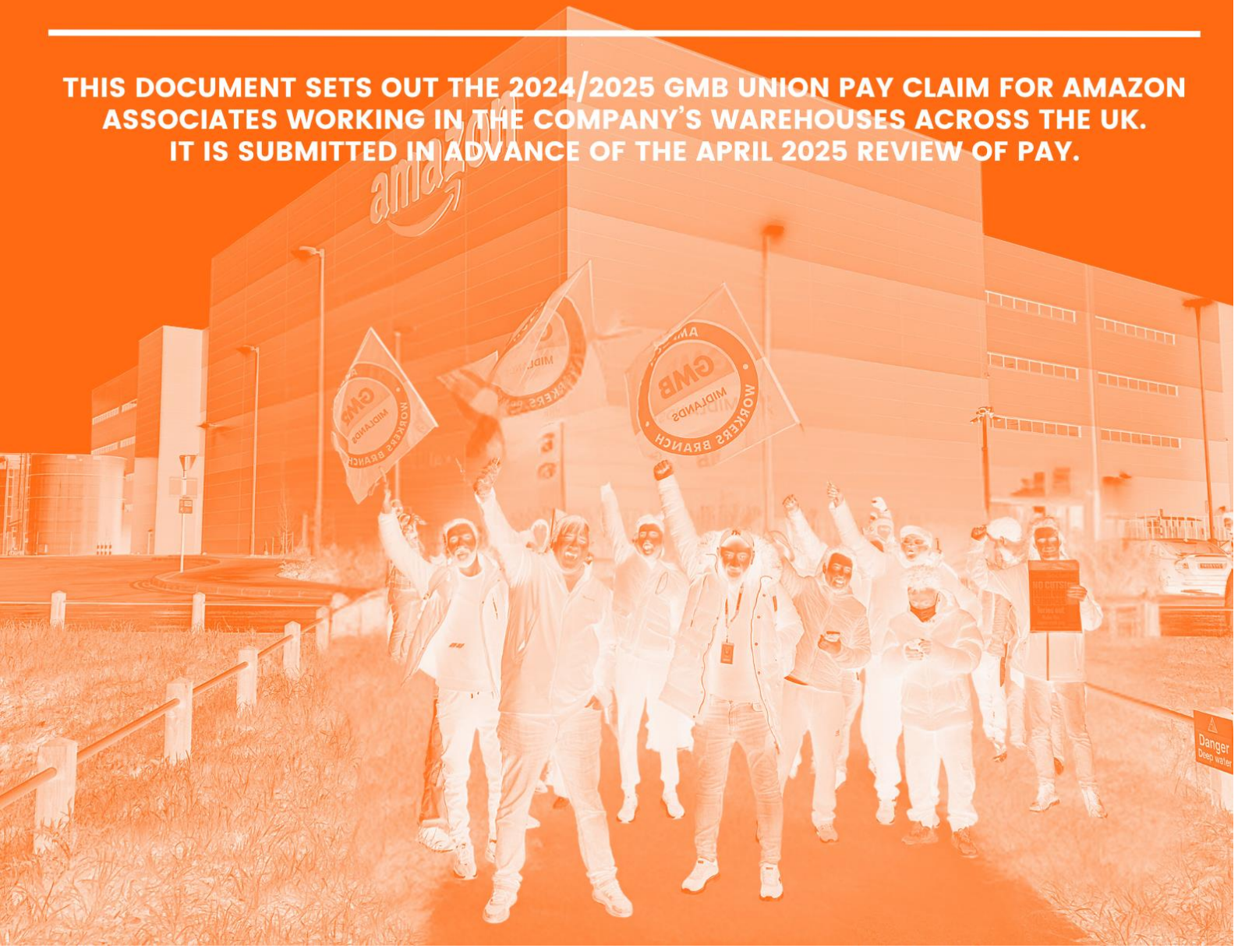


GMB

UNION

AMAZON WORKERS' PAY CLAIM 2024/2025

THIS DOCUMENT SETS OUT THE 2024/2025 GMB UNION PAY CLAIM FOR AMAZON ASSOCIATES WORKING IN THE COMPANY'S WAREHOUSES ACROSS THE UK. IT IS SUBMITTED IN ADVANCE OF THE APRIL 2025 REVIEW OF PAY.



Introduction

This document sets out the 2024/2025 GMB Union pay claim for Amazon Associates working in the company's warehouses across the UK.

It was collated following and extensive consultation with Amazon workers from across the UK and is submitted in advance of the April 2025 review of pay.

Background

The 75,000 Amazon workers in the UK are the driving force of the business. They know that it is their labours that make the company a success.

In 2023, they created a turnover of £6,881,735,000 and an operating profit of £280,536,000.

For those workers based in warehouses, the long hours and physically demanding roles have an obvious impact on both their long and short-term health. The conditions these workers face on a day-to-day basis are well documented and have shown little signs of improvingⁱ.



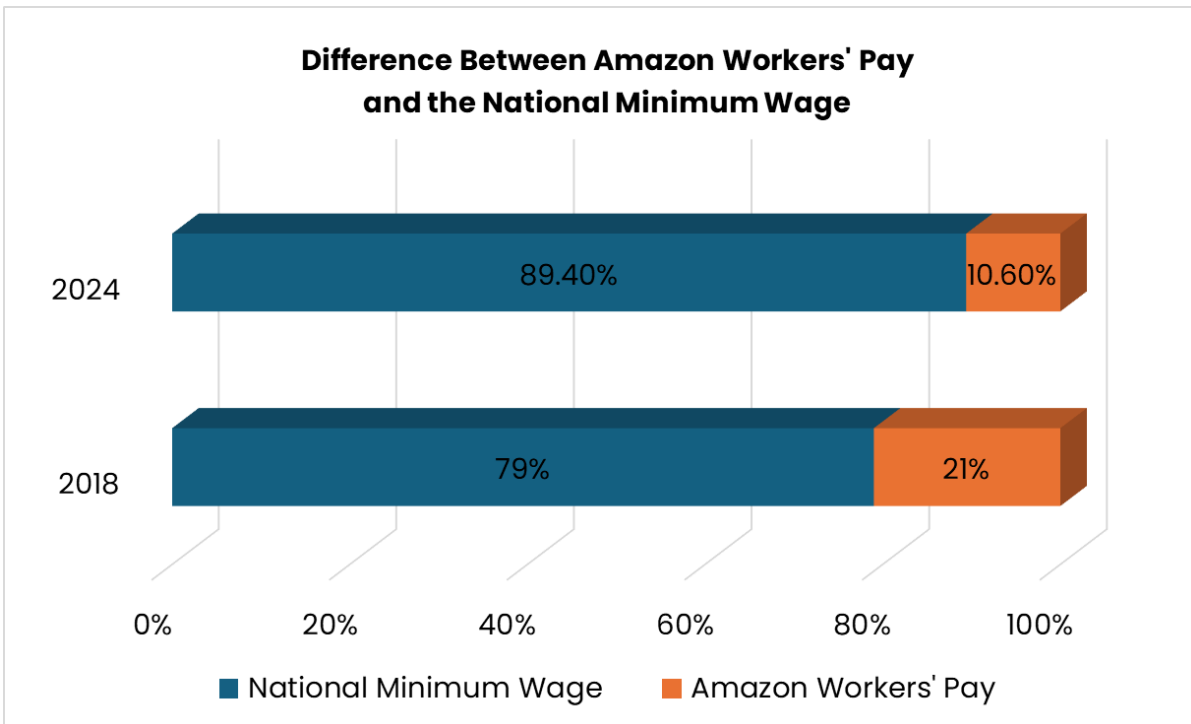
Given this, Amazon workers reasonably expect their pay to reflect the value they bring to the company.

The reality has not met this expectation. Despite the huge profits generated by Amazon workers, their pay has consistently fallen behind inflationⁱⁱ. It took workers starting to build a union in Amazon and taking strike action to focus the company's senior management on the issues of poor wages. This collective action across 3 warehouses finally led to increases in pay above inflation.

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Even with the rises in 2024, Amazon workers' pay has still not kept pace with increases in the national minimum wage. In 2018, the national minimum wage was £7.83 per hour. Amazon workers rate of pay started at £9.50 per hour, 21% (£1.67) above the national minimum wage.



By April 2025, the national minimum wage will rise to £12.21 per hour. With the starting rate for Amazon workers at £13.50 per hour, this means the difference has fallen to 10.6% (£1.29).

In addition to the ever-closing gap between pay and the national minimum wage, Amazon workers have had additional benefits taken off them over the same period. Benefits like share options and a higher grade for Problem Solvers have been taken off workers.

Over in the US in 2018, Amazon were publicising a minimum rate of \$15 per hour. By September 2024, Amazon announced that it was increasing pay for fulfilment and transportation employees to over \$29 per hour. That equates to a minimum hourly rate of £29 per hour, £9.50 an hour more than workers in the UK are getting. The workers delivering huge profits for Amazon in the UK deserve better than being the company's poor relations.

Consultation with Amazon Workers

GMB Union has consulted with Amazon workers at warehouses across the UK. They have shared their experiences of working at Amazon and trying to live on the pay they receive.

The responses identify that many are struggling to make ends meet.

Amazon workers deserve better.

It is time to redress the balance and to pay Amazon workers a decent wage, one that reflects their contribution to the success of the business.

15%

of workers have had to use a food bank in the last year



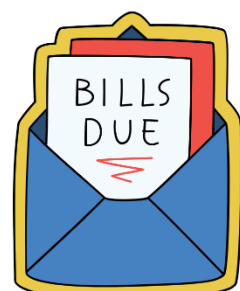
53%

of workers have had to borrow money to cover the cost of living in the last year.



78%

of workers struggle to cover bills and day to day expenses.



Amazon Workers' Pay Claim

£17 per hour

- **Minimum rate of £17 an hour for all tier one Associates.**
- **A comparable percentage increase for all other Associates.**

In 2022, GMB Union submitted a pay claim for Amazon workers asking for a minimum of £15 per hour. After more than 2 years later, the minimum rate has not even hit this threshold.

Taking into account inflation, that £15 is now worth £17.

Amazon workers are now asking for a minimum rate of £17 per hour and a comparable percentage increase for all other Associates.

No more time theft

- **Normal pay during any site shut downs.**

As part of the consultation, Amazon workers identified a number of other issues. The most common concern related to the fact that workers are not paid during site shutdowns.

They want an end to this theft of time.

They want to be paid for their normal working hours when a site is shut down for maintenance or other reasons.

In order to progress this claim, GMB Union are seeking to enter meaningful negotiations with Amazon regarding this claim. In order to facilitate these negotiations, GMB Union would agree to do this with the aid of third-party arbitration through ACAS.

Notes

ⁱ <https://www.theguardian.com/technology/article/2024/aug/17/ambulances-called-to-amazons-uk-warehouses-1400-times-in-five-years>

<https://amp.theguardian.com/commentisfree/2024/nov/22/britain-working-class-pain-mental-health>

ⁱⁱ <https://www.ons.gov.uk/economy/inflationandpriceindices/timeseries/czbh/mm23>