

Wilko Noticeboard

27 Mar 2020

21/04/2022

Dear Member,

We would like to thank everyone that took part in the recent ballot and for your continued patience in the ongoing negotiations following the ballot rejection.

We have since had further meetings with Wilko that took place on the following dates to try and find a way forward -

- Thursday 7th April.
- Thursday 21st April.

We will be having a further meeting at a time and date to be scheduled within the following two weeks.

Although there is no further information we can communicate at this time, we will brief all members on the result of these negotiations at the earliest opportunity.

With regards,

Nadine Houghton

GMB National Officer

28/03/2022

Dear Member

Following the ballot of GMB members on the 2022 pay offer the result is a 55% rejection.

We have informed the company of the result and are seeking further negotiations to achieve an acceptable outcome for our members.

Please engage with your local GMB representatives to ensure we can present the views of our members and also ensure we reach a positive outcome.

We will keep members informed of these discussions and update you on any further



offers.

Thank you for your continued support in this matter.

Roger Jenkins, GMB National Officer

17/03/2022

Dear Member

The GMB are deeply disappointed that Wilko have released a change in policy without consulting the GMB representatives as per our standard procedure. If we had received any prior notification of these changes we would have objected in the strongest terms. Our stance throughout the pandemic has been, and Your GMB Representatives have been in discussions with Wilko around this and they have confirmed that their current stance is: still remains, that team members should be paid for all confirmed Covid-positive absences with these being disregarded for absence management purposes.

Your GMB Representatives have been in discussions with Wilko around this and they have confirmed that their current stance is:

- If I test positive for COVID, do I have to stay at home for a period of time (5 days according to the reference guide)? While you're no longer required by law to self-isolate if you test positive for COVID-19, team members should still stay at home for 5 days and avoid contact with other people. This helps reduce the chance of passing COVID-19 on to others.
- What happens if I am still testing positive after the 5 day period? The guidance on the government website is to stay at home until you have a negative covid test.
- Will I be paid CSP/Authorised Absence if I test positive for COVID and subsequently have to stay at home? The team members will continue to be entitled to SSP if they do not have CSP entitlement, this has consistently been the approach. We continue to operate an enhanced company sick pay policy and support those team members most in need, including those with Covid-19.
- Will I be disciplined if I am absent with COVID – ie 2nd, 3rd, 4th occasion? No, there will not be a sanction trigger if you need to stay at home due to testing positive for covid.

Your GMB Representatives will meet further to discuss your concerns on Monday and will discuss further with Wilko on Tuesday.

We continue to meet the company on a bi-weekly basis to ensure we are protecting all members against Covid.

Any member that has run out of Sickness benefit will have access to payment under the exceptional absence process, in line with the agreed Wilko absence policy. Line managers should request this and GMB will be requesting Wilko to make this the standard process for confirmed COVID-positive absences. If you are not paid for a confirmed COVID-positive absence, you should speak to your GMB representative for advice on raising a formal grievance.

If any member feels they are not being treated fairly or has had sick pay removed,



whether in relation to covid absence or any other reason please contact your local GMB representative.

Roger Jenkins

GMB National Officer

DATE: 15/03/2022

Dear Members

Following a redundancy announcement within Wilko, a number of GMB members were transferred from Night Shift on to days as an alternative to redundancy.

As part of the agreements between GMB and Wilko these members were entitled to contractual pay protection on their shift premium for 52 weeks.

Wilko decided to only protect this payment for 8 weeks and following representation from GMB this matter was taken up by our Trade Union Solicitors to dispute the unlawful deduction of wages claim.

We are pleased to announce that the tribunal found in favour of our members, and they will now receive their full compensation.

This is a reminder to Wilko that the GMB will support its members wherever there is an injustice and ensure they receive their full contractual entitlement.

If any member has recently found themselves in a similar situation, please contact the GMB so we can ensure you are treated properly.

If you are currently not a member, join today at www.gmb.org.uk/join and make sure you too are protected.

Roger Jenkins,

GMB National Officer

DATE: 04/03/2022

Dear Members.

Following the announcements from Wilko and the bulletin from GMB we have had a number of questions raised by members over the issue of moving to 4 weekly or Monthly pay. This bulletin is to clarify this issue.

Q. Why is the issue of changing the pay frequency on the ballot paper.



A. This was part of the final offer from Wilko to GMB and the company were clear that they could not offer the pay deal as it stands without the inclusion of pay frequency.

Q. Wilko have stated in their comms that GMB are supportive of the move to 4 weekly or monthly pay, is this true?

A. No, the GMB have been clear, and e-mailed the company on our stance before their comms were released, that e-mail stated “the GMB position is that providing we have a positive result in the ballot the GMB will engage with the company on proposals to move to monthly pay. I hope this clarifies the position.

Q. If the 2022 pay offer is accepted by GMB members will we be moved to Monthly or 4 weekly pay.

A. The likelihood is yes, but not before 2023. What this does is guarantee that how the move is achieved will be negotiated with your GMB reps between now and 2023. We will fully consult with our member on their needs and concerns. They may include buyouts, bridging loans, salary draw down etc. Those discussions are yet to take place. Our job will be to ensure no member suffers any detriment from this change.

Q. If the pay offer is rejected can the company still move the pay frequency.

A. Yes, but that would have to be imposed by the company with notice, the GMB would not have the authority from members

to negotiate how this was done and would likely lead to dispute.

Q. Are the GMB recommending the 2022 pay offer

A. NO, with the inclusion of a change to pay frequency the negotiating committee did not feel able to

recommend acceptance. It is an individual members decision as to whether this offer is acceptable.

Roger Jenkins, GMB National Officer

DATE: 23/02/2022



Dear Colleagues

Following negotiations between Wilko and your GMB Negotiating committee we now have a final pay offer from the company. The full final pay offer is contained within the GMB ballot paper which will be distributed to members shortly.

The offer is a 10p increase above NLW effective from 1st April 2022, equating to a minimum 60p increase for all level 1 to level 5 team members to maintain differentials. In addition, the age cap on the minimum wage will be lifted and all level 1 Team members will receive the same hourly rate.

This offer will cover all Band 1 TMs within the GMB bargaining group (Retail, Logistics, Support Centre).

If the Offer is accepted by GMB members the following rates will apply from the 1st April 2022:

Due to timing the new national minimum rates will come into force on 1st April 2022, and the new enhanced pay rates will be backdated to 1st April at the first available pay date in April following a successful ballot.

Wilko have indicated they intend to undertake a review of pay frequency for all team members currently on weekly pay. This is included within the final pay offer.

The company will be discussing this potential change with the GMB and the potential impact over the next year with a view to moving all team members to either monthly or 4-weekly pay. They have stated that any potential implementation would not take place before 2023.

GMB representatives will complete engagement store and site visits from 23rd February (announcement of offer) and the GMB ballot will run to 23rd March 2022. Please ensure you speak to your GMB Representative.

GMB Members will shortly be receiving ballot papers on the above offer. Please ensure you use your vote. If you have not received your ballot paper please contact your GMB representative.

Only GMB members are entitled to vote, if you are not a member, join GMB today at, gmb.org.uk/join and have your say on your pay.

All completed ballot papers must be received by GMB no later than midday on the 23rd March 2022.

Roger Jenkins

GMB National Officer

DATE: 15/10/2021



2021 PAY OFFER ACCEPTED

The GMB ballot on the revised 2021 pay offer has now concluded.

I am pleased to report that GMB members have accepted the revised offer with 75% voting to accept.

Thank you to all our members for your support through what has been extended negotiations on the 2021 offer. Without you we would not be in this position.

I would also like to thank the GMB Wilko Senior GMB reps on the negotiating committee, who negotiated this improved offer and were able to achieve our members' aspirations.

We have informed Wilko of the ballot result, so that your pay can now be adjusted to the new rates.

We now look forward to the 2022 pay negotiations and will be engaging with GMB members on their views and will aim to have these discussions completed in advance of the April 2022 pay uplift.

ROGER JENKINS

GMB NATIONAL OFFICER

Date: 27/09/21

Following the rejection of the 2021 pay offer by GMB members, we have returned to negotiations and I am pleased to report that we have a final pay offer from the company which the GMB shop stewards are recommending for acceptance. The feedback from our retail members was clear, you did not accept the company's proposal to remove paid breaks and that has now been removed from the pay offer. Your breaks will remain as paid.

Also clear has been the call from members for Wilko not to open on Boxing day, the revised pay offer includes the stores closing on Boxing Day with an added day's annual leave, those that do not use this extra leave day on Boxing Day can carry that extra day's leave over to the end of 2022.

The percentage pay offer remains the same and is detailed below.

As a reminder, Level 1 and level 2 team members received an interim pay increase of 2.2% in April pending the outcome of negotiations due to the implementation of the minimum wage. 2.2% of the offer will also be backdated for level 3s and 5s to 1st April. **The remaining 1% will be backdated to 1st August 2021 for all members.**

The next pay anniversary date is April 2022



Roger Jenkins

GMB National Officer

THE FULL PAY OFFER IS AS FOLLOWS:

A 3.2% increase on the 2020 rates effective from 1st August for Levels 1 – 5 with a backdate of 2.2% for Levels 3 & 5 to April 2021 (to balance increase already made to L1's & L2's) ?This will cover all Band 1 TMs within the bargaining group (Retail, Logistics, Support Centre)?. **For level 1s and 2s, this offer represents an increase of 1% back dated to 1st August on top of the increase in the minimum wage which was paid in April.**

In addition the retail stores will close on Boxing Day 2021 (Sunday 26th December) and provide all retail and logistics hourly paid team members an additional day off to be used by the end of the following holiday year January 2023. (There will be a requirement for a small amount of TMs to work eg DC1 nightshift).

The GMB are strongly recommending acceptance of this revised offer.

DATE: 10/09/2021

Following the rejection of the 2021 pay offer we have met again with WILKO to continue the pay negotiations.

The GMB has been clear on the mandate from our members and the expectations for a fair and reasonable pay offer that does not include the removal of breaks from retail stores.

The Wilko negotiators have taken our views back to the Wilko board to gain support for an offer that we can put to our members.

We will be meeting the company again on Thursday, 16th September, and believe that Wilko will come forward with their final position and final pay offer.

If this is the case then we will be balloting our members on a new offer for the 2021 pay uplift.

It is important that your voice is heard, so we are asking all GMB members to complete their ballot paper and return it in good time. This is your pay and it is your decision.

If any team member is not a member of GMB and want a say in their pay, their conditions and their future, then join GMB today at "gmb.org.uk/join" and ensure you have an opportunity to take part in that ballot.

ROGER JENKINS



GMB NATIONAL OFFICER

Date: 04/08/2021

Following the ballot of GMB members across Wilko on the 2021 final pay offer we can confirm that the offer has been rejected by GMB members.

We have informed Wilko of this result.

Our members have spoken, and we are aware that the overwhelming feeling is that any proposal by the company on the removal of paid breaks from Retail must not form part of this or any other pay deal. We have now requested to meet Wilko to continue the 2021 pay talks with a view to reaching an offer that is acceptable to GMB members. We are likely to hold those talks within the next 2 weeks and will keep you informed of the outcome.

Any further proposals will be subject to a ballot of GMB members, this is your pay and your decision.

If you are not a member and want a say, join GMB at gmb.org.uk/join or speak to your local GMB representative

We thank you for your continued support and patience on this matter.

ROGER JENKINS

GMB NATIONAL OFFICER

Date: 19/07/2021

WILKO GMB 2021 PAY BALLOT UPDATE

FAO ALL WILKO GMB MEMBERS.

To ensure that all GMB members have the opportunity to vote on the Wilko 2021 pay offer, we have extended the ballot period up to the 30th July 2021. All GMB members in the bargaining unit are part of this pay offer, including those based at the Wilko Support Centre

All completed ballot papers must arrive at the GMB Offices by no later than midday on the 30th July 2021.



There is still plenty of time to complete and return your GMB ballot paper. This is **your** vote and **your** decision as to whether the company pay offer is acceptable. Make sure your voice is heard.

Only GMB members are entitled to vote in this ballot, if you have not yet received a ballot paper please contact your GMB representative or GMB Office ASAP.

If you are not currently a GMB member and want to vote, then Join GMB today and have your say. To join online visit "gmb.org.uk/join".

ROGER JENKINS,

GMB NATIONAL OFFICER

Date: 06/07/2021

Dear GMB Member.

The 2021 WILKO pay offer is now out to ballot, the ballot ends on the 19th July 2021. If you have not received your ballot paper, please contact the GMB. **This is your vote and your decision** as to whether the company pay offer is acceptable.

THE FULL COMPANY PAY OFFER IS AS FOLLOWS:

- **A 3.2% increase to rates of pay in August with 2.2% backdated to April 2021 for level 3s and Level 5s.**
- **Level 1s and 2s have already received 2.2% in April 2021 and will receive a further 1% from August 2021 for a total of 3.2% increase on the 2020 basic rate of pay.**
- **The removal of paid breaks in retail with the following buy out:**
 - **Under 20 contracted hours £100,**
 - **20 to 29 contracted hours £250,**
 - **Over 30 contracted hours £450.**
 - **(The buyout amounts can be received in the form of a gift card).**

Any team member working over 6hrs a day will be entitled to a 30-minute unpaid break. Your contract size is hours of contracted paid work, so your current contractual income is protected.



Any 1-hour unpaid break offered by the company will be voluntary and at the discretion of the team Member.

Team members can request a consolidation of hours in line with the needs of the store and customer footfall, this will not be unreasonably refused unless the store cannot facilitate this due to, for example, team member numbers and absence levels.

Where more hours become available within a store, they will be offered to current Team members in the first instance giving an opportunity to increase income.

If the final offer above is accepted by a majority of GMB members, the new hourly rates of pay from August 2021 will be:

- **Level 1s under 23s - £8.46ph.**
- **Level 1s over 23s - £9.00ph.**
- **Level 2s - £9.24ph.**
- **Level 3s - £10.93ph.**
- **Level 5s - £19.72ph.**

GMB believe the 3.2% increase on the 2020 basic rate is the best that can be achieved through negotiations, is in excess of inflation (RPI at 2.9% in april 2021), is in excess of pay offers from other retailers and Wilko will no longer be a minimum wage employer.

Only GMB members are entitled to vote, if you are not a GMB member, join today and have your say. See your local GMB rep or join at “gmb.org.uk/join”

ROGER JENKINS, GMB NATIONAL OFFICER.

4 June 2021

85% of Wilko GMB members who cast their vote have said “yes” to the Attendance Policy.

The updated policy, which starts this Summer, is based on your feedback. Wilko and the GMB have worked in partnership to ensure the policy is fair by recognising good attendance, whilst also tackling high levels of non-Covid absence.

Going forward, the less a team member is off sick, the more likely Company Sick Pay will be paid. Team members who are seriously ill will continue to be looked after.

Thank you to everyone who took part. All of us know absence at Wilko has been a problem for some time now and is well above the industry average. It doesn't just affect our customers, it's also frustrating for our team members who pick up the work of those



off sick. So, it's good to have a policy and approach we're agreed on that's fair and discourages unnecessary absence, whilst protecting those who are genuinely ill and cannot come to work.

We'll let you know the exact date the policy launches. We'll all keep an eye on absence levels and Wilko and the GMB will sit down to review the policy in 12 months. We're confident that by all of us pulling together, and with a company sick pay safety net in place to protect those who genuinely need it, absence levels will drop and this policy will stay in place.

Best wishes

Roger Jenkins, GMB National Officer

Mark Hale, Wilko Supply Chain Director

4 June 2021

FAO ALL GMB MEMBERS WORKING IN RETAIL STORES

Dear GMB Member

The GMB are currently running a survey on hours and contracts worked within Wilko retail stores.

It is important that we get your views and would ask you to spend 10 minutes of your time online and complete our survey.

This will help the GMB in the current pay talks discussion and ensure we reach an offer that reflects the needs of our members.

You can access the survey by using this link: <https://forms.office.com/r/7XR9RF0sgV>

If you would like to get more active in the GMB or would like more information on becoming a GMB rep please contact your local GMB office, and we will be happy to help.

Not currently a GMB member and would like to join, then please visit:
www.gmb.org.uk/join

Roger Jenkins

GMB National Officer

17 May 2021

F.A.O. ALL WILKO HOURLY PAID EMPLOYEES



Dear Wilko Hourly Paid Employees

We are organising an online meeting for Wilko hourly paid Team Members on **Tuesday the 25th May 2021 at 6.00pm.**

This is to discuss the ballot on the proposed new absence policy and any questions on this policy, progress on Pay Talks and improving engagement and consultation between GMB and its members going forward.

All Hourly Paid Wilko Team Members are invited to attend, you can join us by using the following link:

<https://gmb-org-uk.zoom.us/j/84765994184?pwd=TUJmbjQwTVhadXF4LytzVjlLcmFFUT09>

or online at: www.zoom.us. You will need to input the following information:

Meeting ID: 847 6599 4184

Passcode: 675661

Kind regards

Roger Jenkins

GMB National Officer

6 May 2021

FAO ALL WILKO EMPLOYEES

Following the imposition of a new attendance policy by Wilko, cutting the right to company sick pay and treating hourly paid workers less favourably than their managers, the GMB conducted a consultative ballot for industrial action.

Following a big turnout in the ballot and a clear message from GMB members that the new policy was not acceptable, we were able to return to negotiations with Wilko.

You told us that there should be one policy for all Team Members, the new policy is the same for all team members ensuring everyone is treated equally.

You told us that 1 period of sick pay in any 12 months was not good enough, the new policy allows up to 3 periods of company sick pay.

You told us that your loyalty to Wilko and good attendance should be recognised, the new policy does this.



You told us that the seriously ill and those with ongoing health conditions should be protected, the new policy now allows company sick pay for those Team Members.

You told us that no one is guaranteed good health every year of their life and those that suffer a bad year should not be penalised. The new policy recognises this and protects those individuals.

I am pleased to report that during the negotiations Wilko agreed with the above principles and worked with us to build a new policy that is fair and protects our members at their time of need whilst ensuring that sick pay cannot be abused, which would put future entitlement at risk. The policy, if accepted, will be reviewed in 12 months to ensure we have achieved this.

We have only been able to negotiate this policy because GMB members stood together and were willing to fight for fairness. Without your membership and support your sick pay would be at risk.

The ballot will run from the 11th to the 28th May 2021, if you have not received a ballot paper by the 23rd May please contact the GMB ASAP so we can send you a ballot paper.

Only GMB members can vote, if you are currently not a member then please contact your GMB representative or join online at www.gmb.org.uk/join and have your say.

Further information on the new absence policy can be found on the GMB website, on workplace noticeboards, from your GMB rep and on the shape our future portal (you need to be on the wilko network to access). Click the link to view: SOF Portal: <https://sof2030.co.uk/> and then Great ownership > HR policies.

The GMB are strongly recommending acceptance of the new Attendance Policy

Roger Jenkins

GMB National Officer

13 April 2021

FAO ALL WILKO EMPLOYEES

Following the consultative ballot on industrial action and the huge support from GMB members and a unanimous verdict that the new imposed sickness policy was not acceptable, we have been in negotiations with Wilko on a new absence policy.



Over the past 2 weeks these negotiations have been positive with both Wilko and GMB working together to ensure we protect the genuinely ill and give the ability for those team members with good attendance to build up sick pay entitlement.

We believe we are now aligned on the principles of the new policy and the work left to do is on the detail of the new policy and to ensure the systems are in place for a fair and consistent application across all team members.

We are hopeful that this work will be finished within the next 2 weeks at which point we will be able to ballot members on the proposals.

We thank you for your continued support and patience on this matter, we are confident of a positive outcome.

Roger Jenkins

GMB National Officer

29 March 2021

FAO ALL WILKO EMPLOYEES

Your GMB negotiating committee have met with Wilko on two occasions to discuss the 2021 GMB pay claim.

The meetings have been positive and we are hopeful of reaching an offer that we can recommend to our members.

As we start to come out of Covid lockdown there are still a lot of unknowns on how the retail sector will look in the new normal. We believe Wilko are well placed to be successful as lockdowns end and restrictions ease.

With this in mind we have agreed to extend the pay talks to ensure the best offer can be made to our members. As part of that agreement the GMB has been clear that any final pay agreement should be backdated to April 2021.

Next month the government's minimum wage will increase by 2.2%. This would take the level 1 pay above the current pay for level 2. GMB and Wilko have therefore agreed, whilst pay negotiations continue, to make an interim payment and increase the level 1 and level 2 pay by 2.2%.

This ensures that we keep the differential in pay between level 1 and level 2.

This increase will form part of the final pay offer that will go to a ballot of GMB members.



Roger Jenkins

GMB National Officer

22 March 2021

FAO ALL WILKO EMPLOYEES

Following the huge support and resounding result in favour of industrial Action by GMB members across both the DCs and Stores over the imposed Wilko Sickness and Absence Policy, your GMB representatives have been in communication with the Management of Wilko and I am pleased to report that both sides have agreed to Negotiate a new Sickness and Absence Policy that will be acceptable to both GMB members and Wilko.

Dates have been set over the next 2 weeks to hold these negotiations and at the forefront of these talks GMB will be ensuring we protect those team members that are genuinely sick and protect their earnings and job security.

Without the amazing support from GMB members during this dispute we would now be stuck with a sickness policy that discriminates against the lowest paid.

Any outcomes from the negotiations will be put to a ballot of GMB members, and only GMB members will decide whether they are acceptable. We have seen GMB membership significantly increase over the past weeks, if you are still not a member and want your say, now is the time to join by visiting:

www.gmb.org.uk/join

Thank you all for standing up, making your voice heard, and allowing your GMB reps the opportunity to negotiate what will hopefully be an acceptable outcome.

Roger Jenkins

GMB National Officer

18 March 2021

FAO ALL WILKO EMPLOYEES

The GMB consultative ballot for industrial action ended at midnight on the 15th March.



3 ballots were run, at DC1, at DC2 and across all Wilko stores.

We are pleased to report that all 3 ballots gave significant support for Industrial Action of between 88% and 98%.

We would like to thank all GMB members for casting their vote and sending a clear message to Wilko that the company imposed sickness policy is not acceptable and that we are willing to fight for a fair deal.

GMB have now spoken to and written to the company, informing them of this result and the clear message from GMB members.

We have requested that the company now enter meaningful negotiations on a new sickness policy that is acceptable to our members. If they are not willing to do this then we will run a formal strike ballot, enter into a formal dispute and call on all GMB members to take strike action to protect their Sick pay.

As soon as we have a formal response from the company we will let you know and set out the next steps in protecting your terms and conditions of employment.

We could not have achieved this without the huge support that GMB members have shown and you should all be proud of this result.

Roger Jenkins

GMB National Officer

11 March 2021

FAO ALL WILKO EMPLOYEES

Have you voted yet? If not, please ensure you use your vote, support the call for Industrial Action and let Wilko know that you will not be treated in this way. **The ballot is closing on Monday 15th March 2021.**

We are sending out a reminder email and SMS to members this afternoon.

If you have not received a ballot paper from GMB please get in touch urgently with your GMB Region.

Roger Jenkins

GMB National Officer



19 February 2021

FAO ALL WILKO EMPLOYEES

Wilko have imposed a new Sickness and Absence policy on Level 1,2 and 3 Team Members cutting the entitlement to sick pay to just 1 occasion in any 12 Month period and making it easier for them to dismiss Team Members for absence. The GMB have request that this policy be removed whilst we negotiate an alternative and this request has been refused. Team members are now in a position where if they have just 1 day's sickness they will receive no further sick pay for 12 months. This policy is attacking those that are genuinely ill.

As Wilko are refusing to negotiate we have no choice but to ballot members for Industrial action. Please ensure you use your vote, Support the call for Industrial Action and let Wilko know that you will not be treated in this way.

Your GMB Negotiators are strongly recommending you support an industrial action ballot.

Providing we get significant support from GMB members we will demand that the company remove this policy and treat their workers with the respect they deserve. If they do not, we will have no choice but to run a formal ballot for industrial action and call on GMB members to take strike action.

The ballot runs from the 22nd February 2021 and will close on 15th March 2021.
When you receive your ballot paper, please complete and return it as soon as possible.

Roger Jenkins

GMB National Officer

12 February 2021

FAO ALL WILKO EMPLOYEES

We are inviting GMB members to join a Webinar where we will be discussing removal of the current Sickness Policy and replacing it with a policy that cuts the entitlement to sick pay, removes access to representation and attacks those employees who are genuinely ill.

The GMB position is that unless Wilko reinstate the original Sickness and Absence Policy, we will be running a consultative ballot across the GMB Wilko membership for



industrial action.

Join us at 7.00 p.m. on Monday, 22nd February 2021. Click the link below to register for the Webinar:

https://gmb-org-uk.zoom.us/webinar/register/WN_hnGYXs0SQhipmGG7fv8inQ

After registering, you will receive a confirmation email about joining the webinar.

Roger Jenkins

GMB National Officer

8 February 2021

Wilko`s have decided to impose a new sickness policy on all team members on levels 1,2 and 3. This now means that after a period of just 1 day's absence Team Members will not be entitled to any further company sick pay for 12 months. All management grades are exempt and have retained their full sick pay entitlement and received a bonus. Sick pay in your first absence in a 12 month period will now be based on your contractual hours and not the hours you have worked, you could face disciplinary action at your return to work interview from absence.

Following meetings of both Full Time GMB officers and Wilko Reps from across the whole country, the GMB position is that unless Wilko re instate the original Sickness and Absence Policy we will hold a consultative ballot across the GMB Wilko membership for industrial action.

The consultative ballot will commence on the 22nd February 2021.

It is important that you update your membership records with GMB ASAP including an up to date e-mail address, mobile number and home address. Please contact your local GMB Rep or GMB Officer with this information and ensure you get a vote.

We can only win this dispute and return your sick pay with the full support of the Wilko Team members. Please encourage all your work Colleagues to join GMB, vote yes to industrial action and let Wilko know how angry you are.

Join GMB at: www.gmb.org.uk/join.

Roger Jenkins

GMB National Officer



21 January 2021

FAO ALL WILKO EMPLOYEES

Early last year Wilko threatened to change the agreed sickness and absence policy and significantly reduce your entitlement to sick pay.

Following intervention by the GMB the threat was removed. Since then we have offered alternatives to Wilko to control absence whilst protecting sick pay for those who are genuinely sick.

Today, whilst we were consulting in good faith with the company, Wilko, behind our backs, issued communications to Team Members informing them that the current Sickness Policy would be removed and replaced with a policy that cuts the entitlement to sick pay, removes access to representation and attacks those employees who are genuinely ill.

The GMB have formally raised a dispute with Wilko and have also made clear that if they push ahead with these detrimental changes to your Terms and Conditions we will have no choice but to run a consultative ballot for industrial action.

All of you, the hero keyworkers, have since March last year put yours and your family's health at risk by turning up for work through this pandemic ensuring Wilko can continue to trade and make a profit. Their thanks for your dedication is a slap across the face and pushing genuinely sick employees into debt.

We will not tolerate this, it is time to stand up to Wilko. If you are not a member join now and fight with us to protect your sick pay.

Roger Jenkins

GMB National Officer

15 January 2021

To all GMB members at Wilko DC1 and DC2

Dear Member

Following the acceptance of the new terms and contract through a ballot of GMB members, these have now been incorporated into the contract of employment at the DCs.



The majority of members have now individually signed the new contracts and will be receiving their buy out. This is a reminder to those members that have not yet signed, to do so to ensure they receive their money.

Questions have been raised concerning the status of those team members who do not sign the new contracts.

Following the GMB negotiations and ballot result, the new terms are now incorporated into your contract of employment whether you have individually signed or not.

If you have not signed the contract and turn up for work at the DC after the 31st January 2021 you will be deemed to have accepted the new contract and will be required to work to those terms. If you do not attend work after the 31st January, the company will assume that you have resigned your position. You will not be entitled to notice pay and the GMB will not be able to support legal claims for dismissal. This may not be the case for some employees who have been refused their flexible working arrangements and these members need to speak to their GMB representatives for advice and representation.

I hope this clarifies the current position.

Roger Jenkins

GMB National Officer

15 January 2021

Dear Member

You will have received or will shortly be receiving the GMB 2021 Pay and Conditions Survey.

Your opinion counts, so please make sure you give us your feedback by completing the survey and speaking to your GMB shop stewards. Your reply is confidential and will only be used by GMB to formulate the 2021 pay and conditions claim. Please fill in the contact details and indicate on the form if these have changed at all, so that we can update our records.

If you have not received the survey by Monday 18th January 2021, then please contact your GMB shop steward or your GMB Regional Office.

Any colleagues who are not GMB members and would like to have their say can speak with a GMB shop steward or GMB regional office to join, or join on line at www.gmb.org.uk/join. Once you have joined, please request a pay survey is sent to you.



The closing date for the survey is Friday, 29th January 2021.

ROGER JENKINS

GMB NATIONAL OFFICER

12 January 2021

Dear Member

Following a meeting with Wilko Senior Management we have been informed of a number of proposed changes within the Wilko stores.

The proposals are as follows:

- Removal of the Assistant Manager role where sales aren't high enough to need two senior managers. There'll be another Team Supervisor role added in those stores.
- Reducing the number of hours worked by team members, which could result in some redundancies. This affects 100 stores.
- Gradually changing contracts for all Level 1 and Level 3 team members, so that instead of having 47 different contracts ranging from three hours to 39 hours, there'll eventually be just six, ranging from six to 35 hours a week and, from February, all new team members will be recruited onto one of these contracts.

Briefings have been given at all stores affected.

The GMB will be meeting weekly with Wilko to agree the way forward and we will be providing representation and support for all our members at a store level and keep you updated on progress.

If you have any questions or concerns contact your GMB Representative or GMB Office.

Not a member?, join today at: www.gmb.org.uk/join

Roger Jenkins

GMB National Officer

Date: 05/01/2021

Following the talks between Wilko and the GMB over the DC modernisation and the proposed changes to members' terms and conditions of employment and the ballot of members at both DCs, the result of the GMB ballot is a 56% vote in favour of accepting the final offer. Both DC1 and DC2 voted to accept.



The GMB will now sign the new agreement with Wilko.

Members will be receiving their buyout this month after signing your new contract and the new terms will come into effect in February.

Please ensure you sign your new contract ASAP to ensure you receive your payment.

The GMB will continue to support those members on flexible hours to ensure wherever possible they can continue to work around their family commitments.

The result of this ballot ensures that the £66 million investment by Wilko in the DCs will go ahead which also ensure long term employment at Wilko in both Yorkshire and South Wales.

Thank you to all GMB members for voting and having your voice heard and also thank you to all the GMB reps and Convenors, these negotiations have been extremely difficult at times and your GMB reps have achieved the best possible offer and have been a credit to you all.

Roger Jenkins

National Officer

Date: 18/12/2020

WILKO DC1 AND DC2 GMB BALLOT
HAVE YOUR SAY. CAST YOUR VOTE.

FAO GMB MEMBERS IN WILKO DC1 AND DC2

"Due to an outbreak of Covid 19 at Royal Mail sorting offices including in Worksop and Sheffield, and the serious delays this has caused with the post the GMB has taken the decision to extend the Wilko DC ballot period to the 4th January".

Can GMB members please ensure that on receipt of your ballot paper you complete and return this as soon as possible.

If you have already received your ballot paper either by e mail, text or post please ensure this is completed and returned at the earliest opportunity.

This is your opportunity to have your voice heard; it is your ballot and your vote.



If any member has not received their ballot paper please contact your GMB rep immediately.

Roger Jenkins

National Officer

Date: 08/12/2020

The discussions on the DC proposals have now finished and GMB will be balloting affected members from **Wednesday 9th December 2020**.

The outline proposals will be explained on the ballot paper and the detailed proposals are available from your GMB reps, on GMB and Wilko noticeboards at the DC's and by following these links:

The ballot will close at midday on the 22nd December and if accepted by a majority of GMB members, they will receive a buyout to be paid at the end of January.

If you have not received a ballot paper, either through the post, email or SMS by Friday, 11th? December please contact your GMB rep or GMB office immediately.

Only GMB members that are staying with the business post January 2021 are entitled to vote, if you are not a member, [join today and have your say](#).

The GMB believe this is the best that can be achieved through negotiation and is a vast improvement on the original offer tabled by Wilko.

Roger Jenkins
National Officer

Date: 26/11/2020

DC UPDATE - GMB MEMBERS BALLOT

We are fast approaching a ballot of GMB members on the proposals and buyout at both DC1 and DC2. This will potentially run from the 7th December 2020.

Due to the current Covid crisis we intend to run a digital ballot of members, which is either by SMS or email.

Currently at the DC's we have 723 members that we cannot contact by e mail and 847 members that we cannot contact by SMS (mobile phone).

If you have been unable to update your details using the link below, please contact your



GMB shop steward, pass on your updated information and authority to contact you by text and e mail and we will update the membership system.

REMINDER:

- **All members ensure their membership details, particularly, e-mail address, mobile number and home address are correct.**
- **Also, please check you have given us permission to contact you by e-mail, SMS or post. If you have indicated you do not want to be contacted by any of these methods, this will need to be changed; otherwise you will not receive information from us by that means.**

Please use the following link to check and update your details:

<https://www.gmb.org.uk/mygmb-login?dest=/mygmb-edit>

Roger Jenkins

GMB National Officer

Date: 17/11/2020

Member update following the DC Modernisation meeting between GMB and Wilko on Thursday 12th November, 2020

Consultation Update

We will be meeting with Wilko to consult on the detail of the new contracts that will form part of the proposals that will be put to ballot and also the detail of the full offer to members. This will be made available to all GMB members once this work is complete.

1 to 1's are continuing at the DC's and part time and flexible workers should have confirmation of the working hours and patterns available to them shortly. If you have a flexible working arrangement and have not been given a 1 to 1 meeting, please contact your manager or GMB Rep as a matter of urgency. If you have attended your second 1 to 1 and have not received confirmation of your working pattern going forward then please speak to your GMB Rep.

Due to the detail required on the proposed contracts, confirmation of hours for part time and flexible workers, and final sign off and detail on the proposals, we have postponed the GMB ballot of members.



It is important that every member has the full detail of their options before making a decision. Once this is available we will commence a ballot of members. There are still a number of members whose personal details have not been updated on the GMB membership system. To ensure you have your say we ask again:

- **All members ensure their membership details, particularly, e-mail address, mobile number and home address are correct.?**
- **Also, please check you have given us permission to contact you by e-mail, SMS or post. If you have indicated you do not want to be contacted by any of these methods, this will need to be changed, otherwise you will not receive information from us by that means.**

Please use the following link to check and update your details:

<https://www.gmb.org.uk/mygmb-login?dest=/mygmb-edit>

ROGER JENKINS

GMB NATIONAL OFFICER

Date: 04/11/2020

Member update following the DC Modernisation meeting between GMB and Wilko on Thursday 29th October, 2020.

Consultation Update:

We are approaching the end of consultations and will now be concentrating on the detail of the final proposals that will be putting to GMB members in a ballot.

Shifts:

There is currently a huge variety of contracts and working hours within the DC's. With the proposed introduction of unpaid breaks and a standardised shift system we are working to ensure there will be contract options to enable people to protect their earnings and get a fair buy-out.



Contracts:

We will now be consulting on the detail of the new contracts that will form part of the proposals that will be put to ballot. Once agreed this information will be made available to members to ensure you are fully briefed prior to ballot. Buy-Out: As previously reported this has been the most challenging issue, the gap between what Wilko were originally offering, and what we believed was an acceptable level was way apart. We now believe we are reaching the best position we can through negotiation, and will have a fair offer to put to members the detail of which will be available shortly.

Buy-Out:

As previously reported this has been the most challenging issue, the gap between what Wilko were originally offering, and what we believed was an acceptable level was way apart. We now believe we are reaching the best position we can through negotiation, and will have a fair offer to put to members the detail of which will be available shortly.

GMB Members Ballot:

Once we are in a position where the proposals are finalised, the new contracts agreed, the DC2 redundancies finalised and all part-time and flexible workers at both DC1 and DC2 given options, we will be in a position to ballot members.

Those eligible to be balloted will be GMB members who are staying with the business when the new contracts are brought in.

Apologies for repeating ourselves, but it is important to enable us to run the ballot effectively that:

All members ensure their membership details, particularly, e-mail address, mobile number and home address are correct.

Also, please check you have given us permission to contact you by e-mail, SMS or post. If you have indicated you do not want to be contacted by any of these methods, this will need to be changed, otherwise you will not receive information from us by that means.

ROGER JENKINS

GMB NATIONAL OFFICER

