

Wilko Noticeboard

Last update: 29 Aug 2023

Latest Bulletins

Noticeboard Bulletin - 29-08-2023

Posted on: 29 August 2023

Dear Colleague,

We have just attended a formal consultation meeting with PWC in relation to the administration process. They have confirmed that all redundancies have been paused following new bids for the business that have emerged over the weekend. It must be stressed that at this stage there are no guarantees that these will lead to a positive outcome and that closures remain a strong possibility.

We wish to assure members that GMB have been working non-stop to find a solution that protects our members' jobs and will continue to do so. Whilst we cannot guarantee that we will get the solution we want, we are leaving no stone unturned as we fight for the future of your business.

In solidarity.

Your GMB National Team

Noticeboard Bulletin - 25-08-2023

Posted on: 25 August 2023



Dear Colleague,

Pay

We have been informed by a number of members that they have not yet received their pay which was due today. Having raised this with PWC, they have assured us that all staff due to be paid will receive their money by the end of play. The reason for the delay relates to their use of FASTER Payments (which can hit your account at any time) as opposed to BACS (which would have gone first thing this morning). If this creates any problems with members in relation to bounced direct debits, you should contact the company in question and ask that they reapply for the money once you have confirmation that your salary had been paid into your account. If you find yourself being charged because there were not sufficient funds in the account at the point at which it was claimed, please get evidence of this and raise with your line manager in the first instance.

Redundancies

Following Wednesday's meeting we were informed that there would be a further meeting this week which would start the individual redundancy process for some staff in the DC's and Support Centre. Since then, we have now been informed by the Administrators that we will not now be meeting until Tuesday morning. As a result, individual consultations are unlikely to start until next Tuesday at the earliest.

Press speculation

Many of you will have seen there is still considerable press speculation about the situation and that various names are being put forward as potential buyers for parts of the business. At the time of writing, we have had no confirmation that any bids have been made and sadly cannot provide any update. Unfortunately, it is the case whereby a significant amount of press speculation so far has been proven to be false and therefore we must advise members to treat all such reports with caution.

If there are any developments, we will let you know as soon as we hear them. However, having last met the administrators on Wednesday afternoon, there are now no meetings scheduled until Tuesday morning (29th). We will update you of any developments as soon as possible after this meeting.

Pensions

Further to recent updates we thought it best to clarify the position for members in the various Wilkos pension schemes. For members in the Scottish Widows and People's pensions, every penny of your pension is protected. These funds are held by the pension providers, and they will be able to give you an update statement of the value of your fund if you request one.



For members in the Wilkos defined benefit scheme, pensions administrators, Spence and Partners, have been appointed. As this scheme closed to new entrants in 2003, this will not impact on anyone who started employment after that date. For those of you in the scheme, the administrators are currently applying Pension Protection Fund rules. These ensure that as an absolute minimum, you will receive 90% of your expected benefits. A full assessment of the scheme will now be undertaken, and it is more than possible that the assets may be sufficient to cover all liabilities, meaning that any short fall could still be made up. This process will take some time, but scheme members can expect more communications on the state of the scheme as a clearer picture emerges. More information can be supplied to members of the scheme at either wilkopensions@spenceandpartners.co.uk or on 028 9521 0128.

We will provide more information as soon as we have it.

Your National GMB Team

Noticeboard Bulletin - 23-08-2023



Posted on: 23 August 2023

Dear Colleagues

At a meeting today we were informed that the sale of a significant part of the business to a buyer has fallen through. This means that there is no longer any prospect that the majority of the business will be saved.

For staff at the Support Centre and at the Distribution Centres (DCs), this means that redundancies will start over the coming week prior to closures at some point very soon based on progress around any store programme.

For staff in stores there remains a possibility that some might be bought, either individually or as part of larger packages. However, we must advise that we now expect significant redundancies amongst store staff albeit the timing of this is uncertain.

In the meantime, stores will continue to trade, and staff will continue to be paid. The redundancy process has commenced for staff in the DC's and Support Centre as their operations reduce in line with any store programme.

GMB will continue to support members through this process and will fight to ensure that members are consulted as per the law and that you receive every penny you are entitled to. We will not forget the incompetence that has led to this collapse, and we will not forget the dividends paid to the millionaires



who gambled your jobs on their whims. We will fight to ensure they are held accountable for the simple reason you deserved so much better.

We will update you further over coming days.

Your National GMB Team

Wilko Administration Update



Posted on: 22 August 2023

Dear Colleague,

GMB's National Secretary and your National Convenors met the Administrators again today. They have confirmed that the formal negotiation process is continuing having started at last Thursday's meeting (17th).

At today's meeting, the Administrators confirmed that discussions over the future of the business are continuing and that we should expect to hear more over the next forty-eight hours. Whilst we understand that this uncertainty remains extremely unsettling for members, we are not in any position to comment further as, at time of writing, a number of options continue to remain on the table.

The company have also confirmed that Spence & Partners have been appointed as administrators for the pension scheme. We are in the process of contacting them and hope to be able to provide more details on the state of the scheme and what this means for members as soon as we are able.

We will continue to keep you updated as soon as we can and hope that we will be able to deliver some definitive news within the next 48 hours at the very latest.

Yours sincerely

Your National GMB Team

Noticeboard Bulletin - 18-08-2023



Posted on: 18 August 2023



Dear Colleague,

GMB's National Secretary and your National Convenors yesterday met the Administrators along with the company as part of the formal consultation process. As this was an initial meeting, it was very much about agreeing the process moving forwards, with meetings to take place at least every Tuesday in order to ensure both that we are kept up to date with developments and that your voice is heard.

In terms of updates from the meeting, the one useful piece of news at this stage relates to the fact that the Administrators have confirmed that there have been expressions of interest from organisations who are considering taking over at least some parts of the business. Whilst these are still at an early stage, it does at least mean that there are genuine grounds for hope although we will have to wait to see if these turn into viable, concrete offers.

Whilst this process continues, staff will continue to be paid and kept on. All stores are continuing to trade, and deliveries of new stock will continue. We know that staff have been unsettled by the new 'everything must go promotion' but we have been assured that this is taking place in all stores and has been implemented to get stock moving and improve the company's cash position. Hopefully this will improve trading in the short term and boost the chances of rescue.

We will continue to keep you updated after each meeting.

Your National GMB Team

GMB WILKO ADMINISTRATION UPDATE



Posted on: 16 August 2023

GMB Wilko Update

Dear GMB members,

We know there has been much speculation in the press that today (Wednesday 16th August) is the last day for expressions of interest for potential Wilko buyers. We have not had this confirmed to us, however we are seeking an urgent meeting with the administrators and as soon as we have anything further to update we will share this with you.

GMB members are quite rightly incredibly angry that Lisa Wilkinson is yet to offer any public statement or issue a statement to the loyal Wilko workforce. It is a disgrace that Wilko colleagues, who have helped build this once great business, are yet to have a simple 'thank you for all you've done'. Lisa should not be



hiding from responsibility. GMB is today calling for Lisa and the Wilkinson family to plug any shortfalls in the Wilko pension scheme.

We also wanted to address several queries and issues that have been raised with us.

1. The administrators said that 'day one' letter would be issued to colleagues last week. This is also clearly stated on the publicly available Q&A. The 'day one' letter gives colleagues assurances that pay, terms and conditions will be honoured by PWC. We have asked PWC for an urgent meeting because, to date, none of our members have received this letter. This is obviously a concern for the GMB and we are seeking urgent clarity on this.
2. We have also been told that GMB members are experiencing higher levels of customer aggression. This seems to be because customers are visiting stores expecting greater discounts due to advertised administration sales which haven't actually resulted in reductions. We will pass this feedback on to PWC.
3. If you are a member of the Wilko final salary pension scheme there is a dedicated helpline for you to contact through the Pension Protection Fund. The phone number to contact is 0345 646 0061, to contact the pensions schemes trustees please contact 0289 521 0128. The Pensions Protection Fund guarantee a minimum of 90% of your pension but it can take a considerable amount of time for the PPF to assess the claim. Please speak to them directly if you require further information.

As soon as we have further updates, we will share them with you.

In solidarity,

Nadine Houghton and the GMB National Negotiating Team

Noticeboard Bulletin - 11-08-2023



Posted on: 11 August 2023

Dear GMB members,



We know that the coming days and weeks will be incredibly tough for you. As Wilko enters administration, we want to assure you that GMB is doing all it can to protect your job. In the event we cannot do this we will do all we can to ensure your rights are protected.

We know that uncertainty is one of the worst things, sadly GMB cannot provide you with the much-needed certainty you deserve, right now, but we can do our best to answer some questions:

Where are we at currently?

GMB continues to meet with the administrators from Price Waterhouse Coopers. We will meet them regularly throughout this process and will enter formal consultation with them once that starts. GMB will now deal directly with the administrators in matters relating to your employment. The administrators have told us that their priority and focus is to find a solution for the business, including trying to find a buyer for some or all of Wilko.

What happens next?

The administrators will write to you at home confirming that stores will continue to trade and that you are expected to keep coming to work. They have confirmed that all hours worked will be paid and that your terms and conditions will be honoured. This includes sick pay, holiday pay, maternity, paternity, etc. For example, if you are currently off sick you will be paid in line with your contract of employment.

There are now several possible scenarios. In the event a buyer is found for part or all of Wilko there may be what is called a TUPE transfer of your employment from one employer to another with length of service and terms and conditions protected.

There may also be a redundancy consultation. The numbers and timescales involved in this will become clearer in the coming days, once the administrators understand what is required.

What am I entitled to?

If you are made redundant you are entitled to statutory redundancy pay based on your age and length of service. You can calculate this on the Gov.uk website. Your statutory redundancy pay will be paid through the redundancy payments service, is tax free and is not subject to any deductions. You are entitled to statutory redundancy pay if you are an employee and have over two years continuous service.

You must remain in employment with Wilko to receive this payment. This is very important, particularly for those colleagues with considerable length of service. The process for claiming this will be explained by the administrators and the redundancy payments office if and when it is needed.

Any holiday pay owed is also paid by the redundancy payments service (up to 6 weeks).



You are also entitled to up to 8 weeks unpaid wages; however, the administrators have informed us that it is unlikely you will need to claim for this.

You are entitled to statutory notice pay of one week's pay for each year worked up to a maximum of 12 weeks. The government can make deductions from this after you have left employment if you get another job or claim benefits. This will be explained in more detail if this scenario arises.

Potential Claims?

The GMB has seen law firms approaching Wilko workers online offering to take claims on their behalf. As a GMB member you are entitled to all money owed to you if you make a successful claim through your union - we do not deduct a fee, like private law firms.

However, it is currently too early to say whether you have a claim. The administrators have so far committed to ensuring full and appropriate consultation and are confident they have the time required to achieve this. Our aim is to work with the administrators as closely as possible and monitor the situation as we progress.

If we believe you have a potential claim, we will advise you of this and provide you with the support to make it.

Pensions

Wilko has a pension scheme that closed to new entrants in 2003. There has been speculation that there is a significant deficit in this scheme. We will be contacting the pensions regulator for further information. In the event there is a deficit you are entitled claim 90% of your pension entitlement through the pension protection fund. Please note this only applies to members of the Wilkinson company pension scheme.

Nadine Houghton

GMB National Officer

GMB WILKO UPDATE



Posted on: 8 August 2023

Dear Colleague,



Further to recent correspondence we just wanted to provide you with some updates and clarifications with regards to the current situations.

The Future

In terms of the general situation regarding the company, the business remain in talks with a number of potential investors and we remain hopeful that a rescue package can be agreed prior to the appointment of the Administrators at the end of next week. If a rescue package is agreed, then we will look to get clarity as to the intentions of the new investors as soon as we are able. Needless to say, as your union we will be looking to protect jobs moving forwards.

Press Speculation

As we continue to wait for the outcome of these talks, we are aware that there has been considerable press speculation as to the current situation. Most of this speculation appears to be based on little more than rumours and we would advise members to await official confirmation of developments. Whilst we know this is unsettling, there is sadly little we can do about this, but please be assured that both GMB and the company will endeavour to get you the facts as soon as we are able.

Holiday Pay

A number of members have enquired about their rights to untaken holiday if made redundant. If at the point of being made redundant, you are owed holiday (based on a pro-rata'd basis over the year) then you are entitled to be paid for this either by the company or from the government if the employer is insolvent. If paid by the government on account of insolvency, Holiday Pay is capped at £643 per week.

Notice Pay (Clarification)

Further to the answer supplied in last week's bulletin, whilst notice pay is paid on your usual earnings, it is capped if the payments are being made by the insolvency service to £643 per week. Although we understand that this will not have an impact on most members, we do realise that it will impact on some staff and thought it best to clarify this as soon as possible.

Pension

GMB have contacted the Pensions Regulator and are seeking an update on the pension situation.

We will update you further as soon as we are able.

In solidarity

Andy Pendergast



COLLEAGUE UPDATE



Posted on: 4 August 2023

Dear Colleague,

As you will be aware following the various communications sent out over the last 24 hours, Wilkos are in the process of appointing administrators. This has led to a flurry of media stories, and we thought it best to update you of the position where we find ourselves today.

What is likely to happen over the next fortnight?

Meetings are continuing to take place between the company and various potential investors who may decide to invest. As Wilkos has a good brand name, fantastic staff and loyal customers, we still believe that there is a decent possibility that this will happen which would then save the business moving forwards. If a suitable investor is found, GMB will look to meet with them as soon as possible in order to understand what, if any, changes are likely and to ensure that your voice is heard as the future of the business.

What happens if the company goes into administration?

If the company formally goes into administration, the administrators will make all decisions on the company's future. This will include deciding as to whether to close the business with immediate effect or to keep it running for a period, either to identify a buyer or simply to sell off stock. If the administrator is appointed after the ten working days, we will be looking to have urgent meetings with them to get an idea as to their plans.

Will I be paid if the company goes into administration?

As long as you continue to make yourself available for work, you will continue to be paid until you are either formally made redundant or the business closes. This applies both to the next week prior to the appointment of administrators and the period after if they do not formally shut the business.

If the company closes, what rights do I have?

For staff with over two years' service, you have a right to a redundancy payment. If the company goes into administration, these payments will be dealt with by the Redundancy Payments Office which is a



government body which would pay the redundancy to you directly. There is a separate process for notice pay but the same position applies.

What is my entitlement to redundancy pay?

All staff with over two years' service are entitled to statutory redundancy pay. This is paid without any deductions for tax and NI. In terms of the amount of redundancy you will receive, this is decided by a formula which varies according to your age and years' service. You can calculate your redundancy at:

www.gov.uk/calculate-your-redundancy-pay

In practice, your basic entitlement to redundancy is:

- Half a week's pay for each full year of service when you were under 22.
- One week's pay for each full year of service when you were between 22 and 40.
- One and a half week's pay for each full year of service when you were 41 or older.

A maximum of twenty qualifying years are included in the calculation for redundancy pay. Weekly pay is also capped at £643, meaning the maximum amount of statutory redundancy you can get is £19,920.

In the event that redundancy payments need to be claimed from the Redundancy Payments Office, GMB will assist you in ensuring that you get every penny that you are entitled to.

What is my entitlement to notice pay?

You are entitled to one week's notice pay per completed years of service up to a maximum of twelve weeks. All staff with more one month's service are entitled to receive at least one weeks' notice pay. Notice pay is paid on the basis of an average of your previous twelve weeks pay prior to losing your job. Unlike redundancy there is no maximum amount for weekly, but it is paid subject to tax and NI.

Will I be entitled to anything else if I lose my job?

At this stage this is difficult to answer, but in similar cases in the past, Unions have been able to progress failure to consult claims on behalf of members if the administrators do not consult prior to making people redundant. Under the law, members are entitled to up to 45 days consultation prior to a redundancy and when these rights have been bypassed in the past by administrators, Unions have been able to claim collective awards which are then paid to members covered. Whilst we cannot at this stage predict what will happen, we strongly recommend that you stay in membership whilst we fight to get you the best deal possible.

What happens to my pension if the company closes?



For the majority of members who are in the money purchase pension (with The People's Pension or Scottish Widows), there will be no impact on your pension other than the fact that there would be no future contributions going in. For long serving staff who have money in the old final salary scheme, this is more complicated. However, over the last decade a number of assets have been moved to this scheme meaning that we are confident that your entitlements are fully protected. As an absolute worst-case scenario however, you would receive at least 90% of your entitlements as a result of the fund being covered by the Pension Protection Fund.

As stated above, we are still hopeful that a rescue package can be negotiated, and the company saved. However, we have provided the information above in order to provide clarity for members as to their rights in a worst-case scenario.

We will update you further next week when we have more news.

Yours sincerely

ANDY PRENDERGAST
NATIONAL SECRETARY

ALL GMB WILKO MEMBERS' MEETING, FRIDAY, 28TH JULY 2023 - CANCELLED

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Posted on: 27 July 2023

Dear GMB member,

Unfortunately, we have taken the decision to cancel the GMB Wilko meeting this Friday at midday.

The company have shared that they hope to be able to provide us with a more detailed update next week and we want to make sure we are passing on the most timely and relevant information.

Once we have had this update we will reschedule this online meeting for all members.

In addition, the company have committed to us giving shop floor briefings in the DC's. We know that many of our DC members were concerned about how they would access the online meeting and face to face briefings seems like a reasonable alternative.

We will be in touch with further updates about this as soon as we can.

Nadine Houghton



Wilko Contract Base Review Following 2023 Pay Deal



Posted on: 20 July 2023

Dear Member,

A key element of the April 2023 pay claim was that Wilko work with your GMB Negotiating Team on increasing the size of members' contracts to more accurately reflect the hours usually worked.

A working party was established to establish principles and review a small number of stores during the last few months. It was agreed that stores with a contract base of 82% and below which tend to have larger amounts of overtime would be reviewed with members who regularly work at least 20% over their contracted hours or with contracts of less than 6 hours to be focused on.

The criteria also included the store being able to meet its wage budgets and operate flexibly in line with the ideal schedule alongside the workload being present. In addition to this any contract increase had to be to a standard contract point of 6, 12, 16, 20, 25, 30 or 35 hours.

810 team members working in the identified stores met the criteria and were individually spoken to. These discussions resulted in 421 team members choosing to increase their contractual hours and guaranteed weekly income, with 2,474 additional hours each week now committed to members' contracts. 389 team members chose not to increase their contract due to personal, financial or educational reasons, with a small number of these being unable to do so at this time due to a lack of hours within the store.

During the next 12 weeks all team members who regularly work at least 20% over their contracted hours or have a contract of 3, 4 or 5 hours should be spoken to with an increase in contracted hours offered where appropriate. The same criteria around budgets, flexibility and standard contracts as above will apply.

If you would like an increase in your contracted hours and believe you may fall outside of the above criteria, please make this known to your store manager as soon as possible so that you can be considered if additional hours are available as part of this phase.

Your GMB Team will continue to stand by your side during this uncertain time. For advice, support or representation please contact your GMB Convenor: North & Midlands: Carol Robertson
Carol.Robertson@gmbactivist.org.uk 07774 684 046



North & Midlands: Rachel Clarke Rachel.Clarke@gmbactivist.org.uk 07774 682 401

Wales & South West: Martyn Butler Martyn.Butler@gmbactivist.org.uk 01633 883 616

Southern & London: David Bartlett David.Bartlett@gmbactivist.org.uk 07419 988 869

DC1 & Head Office Mick Newton Michael.Newton@gmbactivist.org.uk 01909 505 589

In times of uncertainty, it is important you know that your union is on your side. Please ensure that any non-members join here www.gmb.org.uk/join

In solidarity,

Nadine, Rachel, Carol, David, Mick & Martyn

Wilko Finances – Company Update & CVA FAQ's



Posted on: 14 July 2023

Dear Member,

Following the most recent team member update from wilko, please see below our answers/understanding of the position relating to some of the most frequently asked questions received.

Question: I have noticed significant availability issues within my workplace lately, is this because wilko are intending to close my store?

Answer: Wilko have shared with you that they are having significant challenges with stock supply due to credit limits with suppliers. They have confirmed there are no intentions to close any stores and that the current intake of stock continues to be focused and allocations weighted to generate the highest revenue in the short term.

Please be assured, the lack of stock is not based on wilkos intention to close your store at this time. It is simply a business decision to send it where it will generate the most cash.

Question: Wilko have spoken about recapitalisation of the business what does this mean?

Answer: Wilko are looking for an injection of cash in to the business to fund an increased supply of stock. This could come in the form of debt for example a loan from an external investor or the sale of equity



(shares). If shares were sold this would be to specialist providers who work in the field. Any sale of shares would dilute the ownership of the existing shareholders and mean the Wilkinson family no longer solely own the business.

Question: The press have reported wilko may be entering into a CVA? What is this and what does it mean for me?

Answer: A company voluntary arrangement (CVA) is a tool for business rescue, although considered a form of insolvency it is designed to give a viable business the chance of recovery. It is a way of wilko being able to agree with creditors, suppliers and landlords a way of paying off debts over a defined period and of altering any amounts of rent to be paid during that time. Some well-known companies that have previously used CVA's include New Look and Homebase. If wilko do enter into a CVA it is unlikely to change a great deal for team members. The turnaround plan for wilko would remain as is.

Question: Could my store close?

Answer: Wilko have indicated they have no intentions to close stores. However, recent press speculation has highlighted what may happen if a CVA is agreed which is that some landlords could decide to call in their leases, in this event there is the possibility that the store will need to close or relocate but it is unlikely this will be a significant number.

Question: What could this mean for me and my continued employment with wilko?

Answer: At this time, it is difficult to say, however a restructuring program has already begun and transformation of store staffing levels and operations are well on the way to completion. Stores should continue to trade as normal throughout the process until you receive further information relating to your store.

Question: Will this impact my pay or other wilko benefits such as holiday and team member discount?

Answer: No, Terms and Conditions and pay rates are contractually negotiated with the GMB. All contractual rights would remain as now and any proposed changes would have to go through the usual processes.

Question: Where can I see the latest wilko update?

Answer: The update comes in the form of a video; this is being shown within the communications area in DC's and all stores should have a QR Code on display to enable team members to view this. If you have not been given the opportunity to watch this video during your shift please contact your Convenor so we can raise this with the company.

Your GMB Team will continue to stand by your side during this uncertain time.



For advice, support or representation please contact your GMB Convenor:

North & Midlands: Carol Robertson Carol.Robertson@gmbactivist.org.uk 07774684046

North & Midlands: Rachel Clarke Rachel.Clarke@gmbactivist.org.uk 07774682401

Wales & South West: Martyn Butler Martyn.Butler@gmbactivist.org.uk 01633 883 616

Southern & London: David Bartlett David.Bartlett@gmbactivist.org.uk 0741 998869

DC1 & Head Office: Mick Newton Michael.Newton@gmbactivist.org.uk 01909 505 589

If you require any independent emotional support or financial advice please remember you have access to PAM assist Wilko's employee assistance program, contact and log in details can be found on your workplace noticeboard alternatively speak to your line manager or convenor. In times of uncertainty, it is important you know that your union is on your side.

Please ensure that any non-members join here www.gmb.org.uk/join

In solidarity,

Nadine, Rachel, Carol, David, Mick & Martyn

WILKO FINANCES – MEDIA REPORTS & CVA FAQs



Posted on: 30 June 2023

Dear Member,

Your GMB National Negotiating Team have been listening to your concerns regarding recent press speculation on Wilko. Following the most recent team member update from Wilko, please see below our answers/understanding of the position relating to some of the most frequently asked questions received.

Question: I have noticed significant availability issues within my workplace lately, is this because Wilko are intending to close my store?

Answer: Wilko have shared with you that they are having significant challenges with stock supply and that they continue to do all they can to improve this. They have confirmed there are no intentions to



close any stores and that the current intake of stock continues to be focused and allocations weighted to generate the highest revenue in the short term.

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Answer: At this time, it is difficult to say, however a restructuring program has already begun and transformation of store staffing levels and operations are well on the way to completion.

Stores should continue to trade as normal throughout the process until you receive further information relating to your store.

Question: Will this impact my pay or other Wilko benefits such as holiday and team member discount?

Answer: No, Terms and Conditions and pay rates are contractually negotiated with the GMB. All contractual rights would remain as now and any proposed changes would have to go through the usual processes.

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In solidarity,

Nadine, Rachel, Carol, David, Mick & Martyn

Wilko Finances – Media Reports And Members' Concerns



Posted on: 20 June 2023

Dear Member,

Your GMB National Negotiating Team have seen recent press speculation regarding Wilko's continued difficult trading position and the potential that they may be entering in to a CVA with the associated uncertainties this may bring.

A number of members have contacted us to express concern over a perceived lack of accurate information from Wilko, alongside growing concerns, frustration and anger at the situations they continue to see developing within their own workplaces.

We share your concerns and continue to express these openly to Wilko senior leadership on a regular basis. We have made it clear that timely and honest information should be provided both to us and team members directly and the harm receiving information via the press causes.

Wilko have not provided your GMB Convenors or National Officer with any further information than is publicly available. We will continue to listen to our members, make representations to Wilko and ensure



our members' voices are heard throughout, whatever challenges may lay ahead. We will share any information we receive with your reps and you as soon as we are able to.

A meeting has been arranged for all GMB Wilko workplace organisers in the coming days to gather further feedback on the priorities of our members in the short term alongside any additional feedback we can share with the company.

Your GMB Team will continue to stand by your side during this uncertain time for advice, support or representation please contact your GMB Convenor:

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Wales & South West: Martyn Butler Martyn.Butler@gmbactivist.org.uk 01633 883 616

Southern & London: David Bartlett David.Bartlett@gmbactivist.org.uk 07419 988 869

DC1 & Head Office: Mick Newton Michael.Newton@gmbactivist.org.uk 01909 505 589

In times of uncertainty, it is important you know that your union is on your side. Please ensure that any non-members join here [Join GMB](#)

In solidarity,

Nadine, Rachel, Carol, David, Mick & Martyn

Antisocial Behaviour & Violent Incidents In Stores



Posted on: 25 April 2023

Dear Member,

GMB have been receiving an increasing number of concerns from our members regarding the escalating numbers of incidents within wilko stores. This includes team members being both physically assaulted and verbally abused. Some of the feedback received was that you feel unsafe and vulnerable when attending and travelling to and from work.



Your GMB Representatives and Officers have been discussing this with the company over a significant period of time. There have been meetings with the company to discuss this on Thursday 6th April and Wednesday 19th April and we are due to meet again on 24th May.

We have discussed concerns around the difficulties with the reporting process and how this may lead to under reporting. Wilko have committed to looking in to a simpler way for all team members to be able to log incidents of concern and receive feedback. Your concerns around the numbers of security guards available and the coverage provided to support individual stores, wilko have advised that they will provide an update on there approach and how the presence of security guards may potentially increase the risk of antisocial behaviour, and the positive impact of licensed store detectives during the next meeting. We have also asked wilko to clarify how they are allocating the current guarding resources. We have concerns that the deployment may be based upon shrink rather than team member safety. Wilko have again advised that they will provide an update during the next meeting.

Wilko have confirmed that team members should not be placing themselves at risk in any circumstance, you may see store detectives undertaking physical interventions but they have specialist training and are licensed in line with the relevant SIA standards.

Your GMB reps would also like to emphasise that you should not be asked to undertake any activity that places you at risk and you should be **reporting all incidents of violence, intimidation and antisocial behaviour to your line manager**. Your manager should then be taking appropriate action including making police reports as necessary.

If you feel that incidents within your store are not being dealt with in the correct way with relevant reporting and escalation, or you are not receiving the support you need please contact your GMB Convenor:

Northern & Midlands: Carol Robertson Carol.Robertson@gmbactivist.org.uk 07774 684 046

Northern & Midlands: Rachel Clarke Rachel.Clarke@gmbactivist.org.uk 07774 682 401

Wales & South West: Paul McGuire Paul.McGuire@gmbactivist.org.uk 07407 894 745

Southern & London: David Bartlett David.Bartlett@gmbactivist.org.uk 07419 988 869

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WILKO 2023 PAY BALLOT RESULT



Posted on: 24 March 2023

Dear GMB member,

I am pleased to confirm the result of the Wilko pay ballot is an overwhelming acceptance of this year's pay deal. This means that your April pay increase will come without the need for back pay.

I want to thank all of our GMB reps who spent time talking to members about the offer and balloting them in their stores and the DC's.

The outcome of the ballot is:

79% Accept

21% Reject

It is important to remember that Wilko have committed to further pay talks in October and that GMB reps will now be sitting down with the company to ensure contractual hours are right sized, meaning that where a colleague is regularly working above their contractual hours they will have an opportunity to increase their contractual hours to better reflect what they are actually working. GMB reps will be visiting stores to talk to you about this over the next few months.

Thanks again for your continued support.

Nadine Houghton (GMB National officer) and the GMB National Negotiating Team (Rachel, Carol, Paul, David and Mick)

Retail Assistant Manager & Supervisory Restructure

Dear GMB member,

Wilko has confirmed the following additional stores are no longer in consultation due to various reasons such as resignations etc:



- Pontypool,
- Swindon,
- Woking,
- Droylsden,
- Telford,
- Harpurhey

Due to some premiums not being included on initial redundancy quotes, these should have now been reissued where required to include any premiums. If there are any further queries that you do not feel have been resolved, please contact one of the convenors listed below.

For advice, support and representation during this difficult time please contact:

David Bartlett South & London 07419 988 869 David.Bartlett@gmbactivist.org.uk

Paul McGuire Wales & S.West 07407 894 745 Paul.McGuire@gmbactivist.org.uk

Rachel Clarke Midlands & North 07774 682 401 Rachel.Clarke@gmbactivist.org.uk

Carol Robertson Midlands & North 07774 684 046 Carol.Robertson@gmbactivist.org.uk

In times of uncertainty, it is important you know that your union is on your side. Please ensure that any non-members join here www.gmb.org.uk/join

Retail Assistant Manager & Supervisory Restructur



Posted on: 21 March 2023

Dear GMB member,

Wilko has confirmed the following additional stores are no longer in consultation due to various reasons such as resignations etc:



- Pontypool,
- Swindon,
- Woking,
- Droylsden,
- Telford,
- Harpurhey

Due to some premiums not being included on initial redundancy quotes, these should have now been reissued where required to include any premiums. If there are any further queries that you do not feel have been resolved, please contact one of the convenors listed below.

For advice, support and representation during this difficult time please contact:

David Bartlett South & London 07419 988 869 David.Bartlett@gmbactivist.org.uk

Paul McGuire Wales & S.West 07407 894 745 Paul.McGuire@gmbactivist.org.uk

Rachel Clarke Midlands & North 07774 682 401 Rachel.Clarke@gmbactivist.org.uk

Carol Robertson Midlands & North 07774 684 046 Carol.Robertson@gmbactivist.org.uk

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Retail Assistant Manager & Supervisory Restructure



Posted on: 21 February 2023

Dear GMB member,

If you are at risk and affected by the retail management restructure, you should be in the process of the first individual one to one meeting to discuss the potential impact to your store and how it may



personally impact you.

- First individual meetings 8th February – 22nd February.
- Second Individual meetings 23rd February – 9th March.
- Third individual meetings 10th March – 24th March.
- Anyone leaving via redundancy will start their notice period from 27th March.

As a reminder, any company request to a level 3 team member to reduce contracted hours would be on a voluntary basis. However, if the stores proposed reduction target cannot be met, this may be a redundancy situation.

Any retained roles would keep their current contract size and not be allocated smaller contracts. If you are being told that you must take a smaller contract if you secure your current Level 3 team supervisor position, please contact one of the GMB convenors at the bottom of the bulletin immediately.

As part of the restructure, extra hours are being allocated to the level 1 CSA and key holder budget within most stores allowing Wilko to offer as an alternative to redundancy, Level 1 CSA and Level 1 CSA key holder positions. The contract sizes on offer can be of the following sizes, 6, 12, 16, 20, 25, 30, 35 hours. Although there may be local limitations due to existing historic contract sizes already in place, a store manager should not limit any offer of level 1 contracts to the smaller sizes, and serious consideration should be given to retaining your current contract size. If you are considering dropping to a level 1 CSA/keyholder position and wish to retain your contracted hours as part of the request, please make sure it is indicated clearly and documented during your individual one to one meetings. Any current flexible working and agreed shift patterns, should be reasonably considered by the store manager when applying or requesting an alternative role to redundancy and should not be automatically retracted or declined as part of this process.

The GMB has been very clear in our position that Wilko needs to be flexible and consider all options to retain as many of the at-risk team members and their skills as it can. Contracts sizes and continuing to support working arrangements where possible, are a critical part of this retention. Ideal schedules that may get mentioned in your individual meetings are only that, ideal, and are not set in stone. Managers have the ability to be flexible and put a case forward to keep team members in employment.

Retaining full size contracts where possible, will help ease the financial impact to at risk individuals who may be considering key holder positions, providing level 3 paid break, absence, and holiday supervisory cover when required, from an already experienced workforce.

Wilko will offer a trial period of 13 weeks for team members who transfer into an alternative role. During this trial period redundancy entitlements will still apply and will only cease at the end of the trial period.



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 time the following pay adjustments will apply:

- From weeks 14 to 26 – 75% of the difference in pay rates
- From weeks 27 to 39 – 50% of the difference in pay rates
- From weeks 40 to 51 – 25% of the difference in pay

During the second GMB consultation meeting that took place on 14th February 2023, we were informed that several stores are now out of consultation due to circumstances that have changed e.g., resignations:

- Headingly
- Hessle Road
- Middleton
- Andover
- Haverfordwest
- Gloucester
- Avonmeads
- Aldershot
- Waterlooville
- Epsom
- Bromley

If you are at risk, it is advised that you speak with your GMB Rep or Convenor to discuss your personal circumstances and the proposed impact within your store before agreeing to any contractual changes.

For advice, support and representation during this difficult time please contact:

David Bartlett South & London	07419 988 869	David.Bartlett@gmbactivist.org.uk
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Paul McGuire Wales & South West	07407 894 745	Paul.McGuire@gmbactivist.org.uk
Rachel Clarke Midlands & North	07774 682 401	Rachel.Clarke@gmbactivist.org.uk
Carol Robertson Midlands & North	07774 684 046	Carol.Robertson@gmbactivist.org.uk

In times of uncertainty, it is important you know that your union is on your side. Please ensure that any non-members join here [JOIN](#)

Retail Assistant Manager & Supervisory Changes



Posted on: 8 February 2023

Dear GMB member,

As you may be aware, on Tuesday 7th February 2023, Wilko announced their intention to restructure leadership teams within approximately 285 stores, this includes the proposed removal of around 147 assistant manager positions (44 retained), alongside a reduction in team supervisor hours in 150 stores. Wilko state this is because of a reduction in turnover and operational hours in addition to local geographical factors.

Wilko have entered in to a 45-day redundancy consultation period with the GMB which began today Wednesday 8th February and is due to end on Friday 24th March. The first collective consultation meeting took place today and regular meetings will take place throughout the process. The next of these is scheduled for Wednesday 15th February. Scoring criteria for team supervisor positions will be discussed during the next consultation meeting along with the proposed individual store impact.

Your GMB representatives will be doing everything they can to minimise job losses and ensure your voice is heard throughout the consultation process. Support and advice is available during both the collective and individual consultation meetings.

Any company request to a level 3 team member to reduce contracted hours would be on a voluntary basis. However, if the store's proposed target cannot be met this may be a redundancy situation.

It is advised that you speak with your GMB Rep or Convenor to discuss your personal circumstances and the proposed impact within your store before agreeing to any contractual changes.

For advice, support and representation during this difficult time please contact:



David Bartlett South & London – 07419 988 869 – David.Bartlett@gmbactivist.org.uk

Paul McGuire Wales & S.West – 07407 894 745 – Paul.McGuire@gmbactivist.org.uk

Rachel Clarke Midlands & North – 07774 682 401 – Rachel.Clarke@gmbactivist.org.uk

Carol Robertson Midlands & North – 07774 684 046 – Carol.Robertson@gmbactivist.org.uk

Please note Wilko have advised no level 1 team members are affected by this process any impacted and at risk Assistant Managers and Team Supervisors should have received notification from their store manager.

In times of uncertainty, it is important you know that your union is on your side. Please ensure that any non-members join here www.gmb.org.uk/join

NADINE HOUGHTON

NATIONAL OFFICER

SALE OF DC1 & MEDIA REPORTS REGARDING FINANCIAL SITUATION

Noticeboard Bulletin – 23-11-2022



Posted on: 23 November 2022

Dear Member,

You may be aware that on Monday 14th November, Wilko announced a property deal for the sale and leaseback of the distribution centre site in Worksop (DC1) to DHL. This is accompanied by ongoing press speculation into the state of Wilko's finances and need to restructure.

Wilko has stated that the sale is a £48 million investment as part of a strategic partnership and will be reinvested back into the business, although it has since become clear that 30m of that is being used to pay back a loan. Jerome Saint-Marc, Wilko CEO, has stated to the press "We're taking this opportunity to review how we manage our ongoing financing to best trade through the current retail environment while continuing to invest in our future."

Your GMB National Officer and Convenors are in constant discussions with Wilko to understand the backdrop of this announcement and ongoing press speculation. We have voiced the uncertainty and concerns shared with us from our members on the future of their employment as Wilko team members.



We have asked that Wilko provide all members with open, honest and timely business updates so that they are reassured about their ongoing employment with Wilko by hearing about issues first hand rather than through press articles and quotes.

Your GMB Negotiating Team are seeking to meet with Wilko urgently for a full and frank update on the current trading situation and Wilko's business strategy going forward. We will ensure that the voices and concerns of our members are made clear during this process. This will also ensure we continue to be in the best position to represent and negotiate on behalf of our membership.

We will continue to provide members with updates as and when we can. If you have any questions or concerns, please address these to your local rep or convenor.

In times of uncertainty, it is important you know that your union is on your side. Please ensure that any non-members join here [JOIN](#)

2022 INTERIM PAY BALLOT RESULTS



Posted on: 1 November 2022

Dear GMB Member,

GMB members were balloted from Monday 3rd October to Friday 28th October on a GMB negotiated Interim pay offer. The offer if accepted, would raise the rates of pay for the lowest levels of team members within Wilko, to help ease some of the burden of the current financial crisis.

We are pleased to inform you that the offer was accepted by GMB members.

Accept – 92%

Reject – 8%

The new rates of pay will be back dated to Sunday 2nd October 2022. Wilko has confirmed the new rates and any back pay owed, will land in your pay on Friday, 4th November 2022 for both weekly and 4 weekly paid team members.

The changes following the acceptance:

- A permanent 40p per hour increase for level 1 and 2 team members.



- An additional 50p 'market forces' payment for DC staff, in place until the end of March (subject to a monthly review) with no caveats for reductions or non-payment as per the previous scheme.

Although the interim increase is very much a good news story for most of our members, we are already seeing other retailers announcing higher rates of pay, as inflation pushes the cost of living up further.

With this in mind, we will not rest and we will soon be undertaking a pay survey of GMB members for a 2023 pay claim to be submitted in December prior to negotiations. Please ensure you use the opportunity to have your say on your pay, engage with us, and help shape our future negotiations with Wilko.

Only GMB members can decide on pay so join today at [JOIN](#)

In solidarity.

Nadine Houghton, Paul McGuire, David Bartlett, Mick Newton, Rachel Clarke, Carol Robertson and Alan Dooley.

WILKO DISTRIBUTION SURVEY RESPONSES



Posted on: 15 September 2022

Dear GMB member,

The GMB has heard your views loud and clear, we are in the process of reviewing all of your survey responses and it is clear that pay in the DC's is not where it needs to be.

We have told Wilko this is the case, and the company are keen to meet us to discuss this further. We will be requesting a meeting in the coming weeks.

We will shortly share with you a more detailed document setting out our key demands around pay. We will keep you updated on meetings with the company to discuss this.

You, the GMB members, will make the final decision on any next steps and if you are not happy with the company's response, we will be asking you what you are willing to do to fight for an improved offer.

Nadine Houghton,



Noticeboard Bulletin – 18-07-2022



Posted on: 18 July 2022

Dear GMB member

Following the pay ballot of Band 1 GMB members running from Friday 24th June to Friday 15th July, the result is:

- 63% to accept.
- 37% to reject.

We have informed the company of the result and this will now be implemented on the following dates for the relevant pay cycles –

- Friday 29th July for weekly paid.
- Friday 12th August for 4 weekly paid.

On behalf of the negotiating team and myself, we want to say thank you to everyone who has taken the time to take part in the ballot to have their vote and have their say.

Please continue to engage with your local GMB representatives to ensure your voice is heard.

Interested in being a GMB representative for your DC or store?

- **Contact Paul McGuire Paul.McGuire@gmbactivist.org.uk (Wales, South West and North West) or David Bartlett David.Bartlett@gmbactivist.org.uk (Southern and London)**

Many thanks,



Noticeboard Bulletin - 17-06-2022



Posted on: 17 June 2022

Dear GMB member,

A few months ago, you rejected a pay offer from Wilko; one of the biggest reasons our members gave was that changes to the pay frequency would cause you problems with budgeting etc.

The GMB campaigned hard to get these changes removed and, for now, they have been. We now have a final offer from Wilko which removes pay frequency but remains the same as far as hourly rates of pay. It is:

- An increase to £9.60 for all level 1 team members, including removing the under 23's pay band and an increase of 60p for all level 2 to level 5 team members based upon 2021 pay rates to maintain differentials.
- This offer will cover all Band 1 TMs within the GMB bargaining group (Retail, Logistics, Support Centre) and if the offer is accepted by GMB members the following rates will be backdated to the 1st April 2022.

Wilko have said they are unable to make any enhancements on pay from their last offer due to the financial situation of the company and the trading position due to the current economic climate. Therefore, this is not an offer that GMB can recommend, rather it is the best that can be achieved through negotiation.

We understand that most colleagues should now have been briefed on the company's financial position, we ask you to keep this in mind while casting your vote.

GMB Members will shortly be receiving ballot papers on the above offer when GMB reps visit your store, watch out for dates and times of the visit so you can cast your vote. **The ballot will run between Friday 24th June and close at midday on 15th July.** Please ensure you use your vote.



If you have any further questions or do not receive your ballot paper, please email: commercialservices@gmb.org.uk with your name, phone number and store.

Alternatively, you can contact your Convenors on:

Paul McGuire 01633 883616 Paul.McGuire@gmbactivist.org.uk (Wales, South West and North West)

Lee Hagen 01909 505589 Lee.Hagen@GMBactivist.org.uk (Midlands)

Keith Espin 01909505589 Keith.Espin@wilko.com (North East, Yorkshire and Scotland)

David Bartlett 07419988869 David.Bartlett@gmbactivist.org.uk (Southern and London)

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

Nadine Houghton

GMB National Officer

Noticeboard Bulletin - 21-04-2022



Posted on: 21 April 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

Noticeboard Bulletin - 28-03-2022



Posted on: 28 March 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

Noticeboard Bulletin - 17-03-2022



Posted on: 17 March 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

Noticeboard Bulletin - 03-04-2022

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Posted on: 3 April 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

Noticeboard Bulletin - 23-02-2022



Posted on: 23 February 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:



Level	Area	Current hourly rate (2021)	Proposed 2022 hourly rate	Increase to wilko current rate
Level 1 <23	Retail and Logistics	£8.46	£9.60	£1.14
Level 1 >23	Retail and Logistics	£9.00	£9.60	60p
Level 2	Logistics	£9.24	£9.84	60p
Level 3	Retail	£10.93	£11.53	60p
Level 5	Logistics	£19.72	£20.32	60p
Band 1 (previously letter grades)	Support Centre	Various	Various	60p

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

2021 PAY OFFER ACCEPTED



Posted on: 15 October 2022

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

Noticeboard Bulletin - 21-09-2021

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Posted on: 21 September 2021

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: [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

FAO ALL WILKO EMPLOYEES

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Posted on: 29 March 2021

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

Noticeboard Bulletin - 12-08-2020



Posted on: 12 August 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:

[Proposed Collective Agreement](#)

[Proposed Terms and Conditions](#)

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

DC UPDATE - GMB MEMBERS BALLOT



Posted on: 26 November 2020



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

Consultation Update



Posted on: 17 November 2020

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



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

Noticeboard Bulletin - 04-11-2020

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Posted on: 4 November 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.

Make sure your details are up to date

ROGER JENKINS

GMB NATIONAL OFFICER

Noticeboard Bulletin - 15-03-2022



Posted on: 15 March 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

