

# Reversing runaway inequality

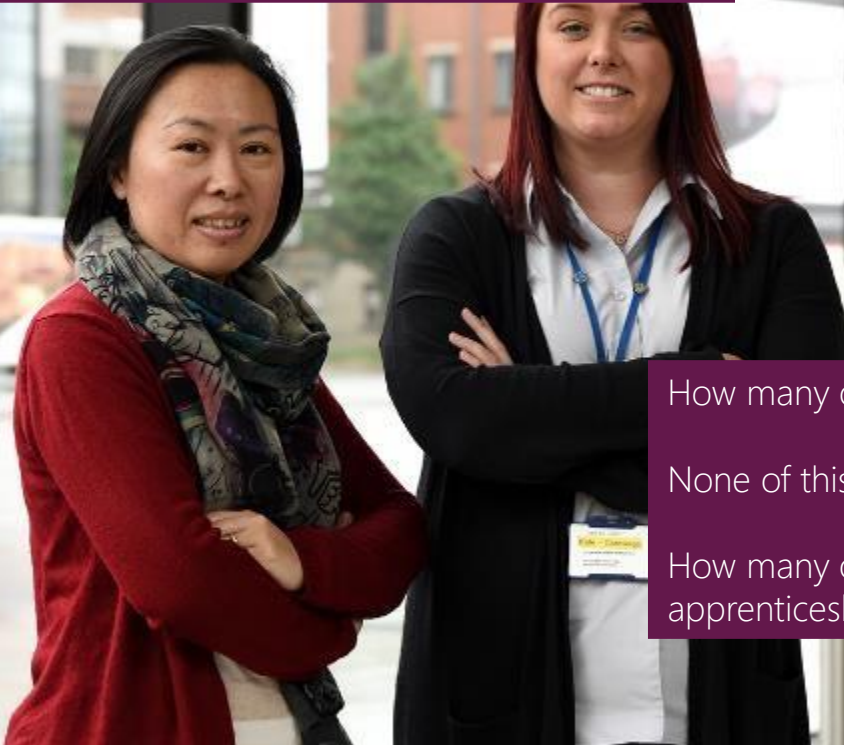
Trade Unions & rights at work

Gareth Lewis - Trades Union Congress (TUC)

Joe Wheatley – GMB Union

Mary Sayer – Unite the Union

# Who wants a job?



How many of you want a full-time job?

None of this part-time zero-hours stuff?

How many of you are planning to do apprenticeships or internships?



**Who wants to  
be rich?**

Changing the world  
of work for good

**TUC** Yorkshire &  
the Humber

**...as rich as Jeff Bezos?**

**...let's talk about how  
he gets rich**

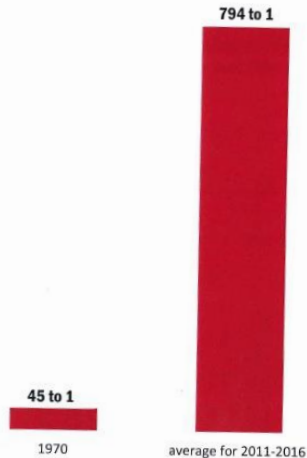
...but it's not just Amazon...

## The Wage Gap Has Skyrocketed

The wage gap has skyrocketed since 1970, when a top CEO earned 45 times what an average worker made, until now, when a top CEO makes 794 times an average worker!

### Wage Gap Over Time: Top 100 CEOs versus Average\* Workers

1970 compared with 2010-2016 average



## ...do you think the wage gap is fair?

- Should there be such a huge gap between what a CEO makes and a worker?
- How much money do people need to live a 'decent' life?
  - Food, rent, travel, health, holiday, leisure

With this in mind – how big do you think the wage gap 'should' be?

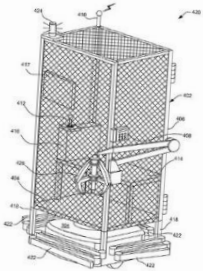


# ...So lets talk more about runaway inequality

Amazon | Business | Technology

## Amazon has patented a system that would put workers in a cage, on top of a robot

Originally published September 7, 2018 at 4:05 pm | Updated September 7, 2018 at 8:49 pm



Amazon in 2016 was granted a patent for a system to transport humans, enclosed in a cage and on top of a robotic trolley, for work in areas full of other automated robots. (U.S. Patent and Trademark Office)



## Timed toilet breaks, impossible targets and workers falling asleep on feet: Brutal life working in Amazon warehouse



## Amazon workers working 55-hour weeks and so exhausted by targets they 'fall asleep standing up'

Ambulance crews called after workers collapse at



## Amazon patents wristbands that track warehouse employees in real time



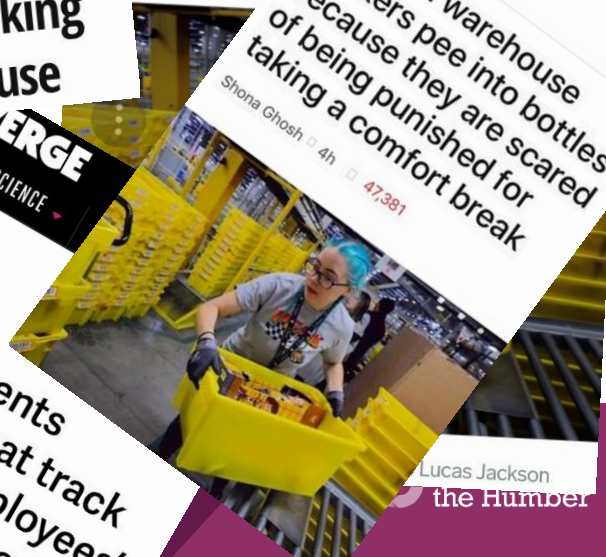
## Electrocution, cardiac pain, and a miscarriage: Amazon warehouse investigation reveals 600 ambulance calls for injured workers



Shona Ghosh  
Jun. 1, 2018, 11

## Amazon warehouse workers pee into bottles because they are scared of being punished for taking a comfort break

Shona Ghosh 4h 47,381



Lucas Jackson  
theHumber

## ...So who can stop poor pay and conditions?

- Government?
- Police?
- Individuals?
- Your classmates/colleagues/co-workers?

What if you stood up with others?





**Trade unions are  
what happens  
when you stand  
together**

When a group of workers act and speak together, their employer has to listen. That's how unions make things better at work.



## National Minimum (Living) Wage Rates

25 & Over	21 – 24	18 – 20	Under 18	Apprentice
£7.83	£7.38	£5.90	£4.20	£3.70

# What are your basic rights at work?


You've got a right to:

- Be paid the minimum wage
- A 20 minute rest break every 6 hours
- 11 hours break in between the end of your last shift and the start of your next
- Paid holiday based on days worked
- Be protected from bullying
- Work in a safe & healthy environment
- Training to do your job properly

*If you're 16 or 17 years old:*

- A 30 minute break every 4.5 hours
- A 12 hour break in between the end of your last shift and the start of your next
- 48 hours rest every week

***NO CONTRACT YOU SIGN CAN REMOVE YOUR BASIC RIGHTS***

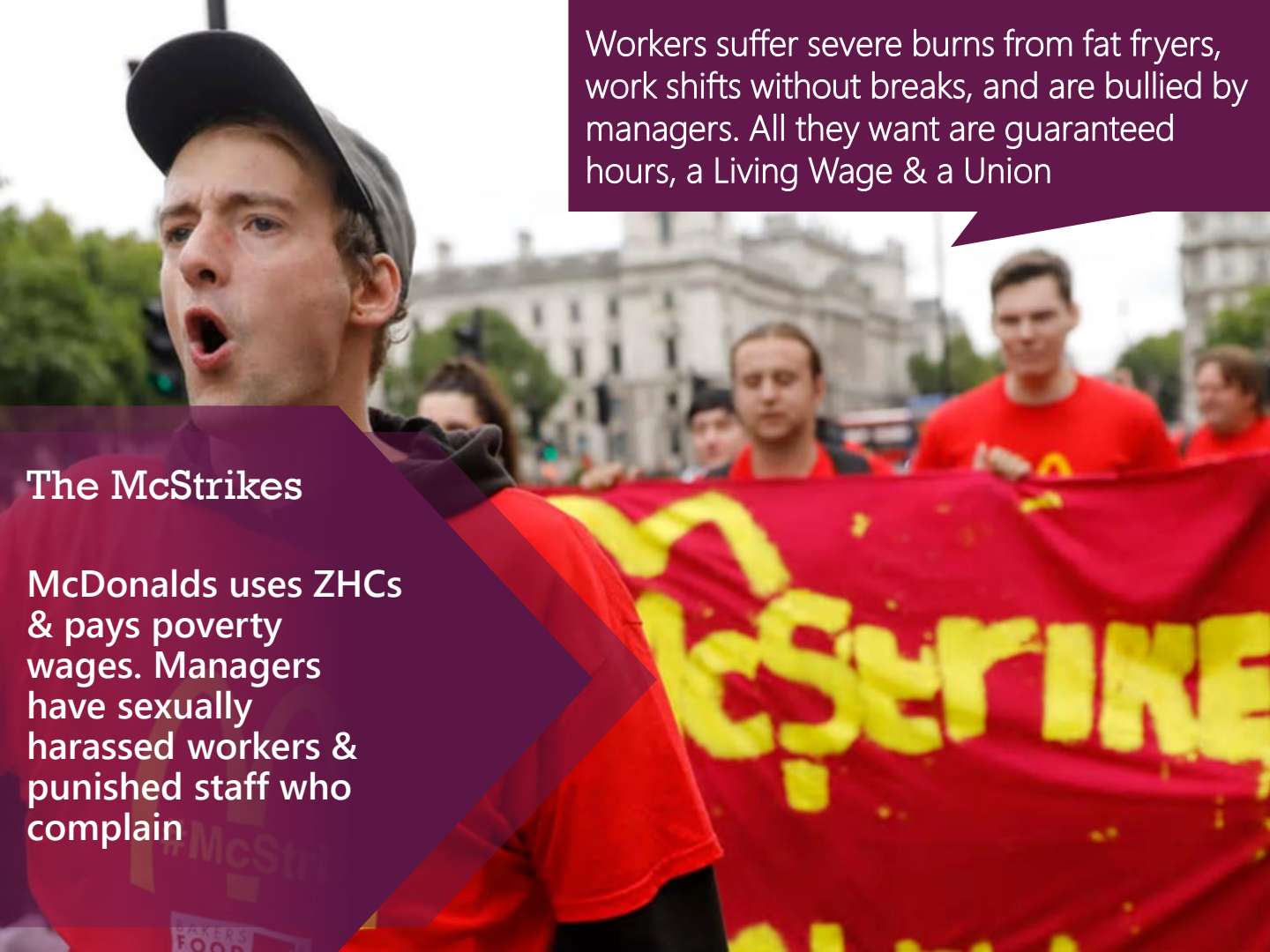


Think  
about how  
standing  
together  
can help



Together we change things...Don't believe me...?





Workers suffer severe burns from fat fryers, work shifts without breaks, and are bullied by managers. All they want are guaranteed hours, a Living Wage & a Union

## The McStrikes

McDonalds uses ZHCs & pays poverty wages. Managers have sexually harassed workers & punished staff who complain

# McDonald's

The McStrikers are aged 17-30, and are asking for £10 an hour & no more zero hours contracts. But McDonalds won't negotiate. They've been striking since summer 2017...



#McStrike for  
£10 an hour  
#McStrike to  
end zero hours  
#McStrike for  
Union Rights

WATERBURY RETAIL PARK  
CRAWFORD  
WATERS

#McStrike  
£10 an h  
#McStrike  
End zero h  
#McStrike  
Union rig

fastfoodrights.wordpress.com



BAKERS  
FOOD  
AND ALLIED  
WORKERS

## FAST FOOD WORKERS

Changing the world  
of work for good

TUC Yorkshire &  
the Humber



These workers have won change for themselves  
and their friends...

So don't ever feel like you can't change anything.

A photograph of four diverse warehouse workers (two men and two women) standing in a warehouse aisle. They are all wearing dark blue long-sleeved shirts and dark trousers. The background shows orange metal shelving units filled with cardboard boxes and rolls of material. A purple arrow-shaped graphic points from the text on the left towards the list on the right.

**Great, so  
what...?**

- My manager doesn't give me a choice
- I don't feel like I can say no
- I need the shifts
- I don't want to cause trouble
- Who's going to help me...?

# We're not here to cause a fuss, or start a riot...

## We're just here to make sure you're treated fairly at work

We fight for people on zero hours contracts or precarious contracts to:

- Know how many hours they'll work a week
- Be paid a decent Living Wage
- Make sure work is flexible for the employee, not just the boss

## If you're a member of a trade union, we can represent you if you're treated unfairly at work

- You can join a **trade union** for as little as 50p a week

## Unions you could join

- **USDAW** (union of Shop Workers, Distributive and Allied Workers)  
<http://www.usdaw.org.uk/>
- **GMB**  
<https://www.gmb.org.uk/>
- **Unite the Union**  
<http://www.unitetheunion.org/>
- **Unite Community**  
<http://www.unitetheunion.org/growing-our-union/communitymembership/>
- **BFAWU** (Bakers, Food & Allied Workers Union)  
<http://www.bfawu.org/>

# Useful Contacts

- **ACAS Helpline**  
[www.acas.org.uk](http://www.acas.org.uk)  
0300 123 1100
- **Citizens Advice Bureau**  
[www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)
- **Equality & Human Rights Commission**  
[www.equalityhumanrights.com/en](http://www.equalityhumanrights.com/en)
- **Health & Safety Executive**  
[www.hse.gov.uk](http://www.hse.gov.uk)
- **Gov.uk**  
<https://www.gov.uk/browse/working>
- **TUC Worksmart**  
<https://worksmart.org.uk//>

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