

# 4 reasons we are unionising

## Ongoing failure to safeguard mental & physical health

- Absence Improvement Plans pressure staff to come in when unwell & Return to Work interview format is alienating
- Staff have experienced breaches of confidentiality regarding health & other personal issues
- Many staff members suffering long-term injuries as a result of manual handling
- Employees report that HR can be inaccessible, unsympathetic & unresponsive

## Workplace discrimination

- Some staff with protected characteristics have felt discriminated against & pushed out
- Staff feel Waterstones hire & retain very few people of colour while claiming to champion diversity
- Employees feel specific demographics enjoy favouritism & nepotism
- Waterstones' Gender Pay Gap Report shows women's average hourly pay is 9% lower than men's

## Low paid & overworked

- No UK or London real living wage
- Pay increases are not keeping up with inflation
- Increased workload due to understaffing & potential issues with a new supply chain operating system

## Stressful & unsafe work environments

- Rota insecurity hindering staff work/life balance & causing undue stress
- Staff subject to abuse & endangerment from lone working & lack of security
- Inadequate heating & air conditioning provision & procedures within shops
- Unsanitary facilities, rodent & insect infestations, faulty lifts & equipment

Things can & should be better, but we need to organise to make it happen!

**JOINING A UNION IS THE FIRST STEP TO A BETTER WORKING LIFE!**

Help yourself & your fellow booksellers & baristas – take that first step. **Together with GMB we can do this!**

Contact us at [GMBWaterstones@protonmail.com](mailto:GMBWaterstones@protonmail.com) to find out more or tell us about your experiences at Waterstones.

**GMB**

UNION

# Join **GMB** Union Today...

...and have the campaigning trade union that stands up to Amazon, Apple, and Uber on your side.

## Supporting you with:

- advice for any issues at work
- preparation for & representation in formal meetings, e.g. disciplinary, sickness absence, grievance
- Health & Safety concerns, e.g. injuries at work, unhygienic working conditions, stress & mental health
- free legal advice & support from GMB's legal helpline
- action to improve your terms & conditions, including pay, rotas & holiday allocation
- special sign-up offer of 1st month free & reduced rate for key timers (23hrs or less: £8.40, more than 23hrs: £14.57)

**JOIN HERE****GMB Union:****Your Voice in  
Waterstones****WHY JOIN**

# **WATERSTONES EMPLOYEES ARE UNITING!**



**We deserve better**

**Do you feel overworked & undervalued?**

**Are your complaints & worries being ignored?**

**You're not alone & it's time things changed.**

**That's why this is being sent to all booksellers  
& baristas working in Waterstones Group  
stores across the UK and beyond.**

**Get involved & together we  
will make work better.**

**Every worker has a right, by law, to choose to join a union.  
Any action by an employer aimed at preventing a worker  
from exercising this right is unlawful.**