



Usdaw

**YOUNG
WORKERS**

Supporting

Young Workers

WHAT YOU NEED TO
KNOW ABOUT YOUR
RIGHTS AT WORK

#YoungWorkers



Working Hours

Do you work part-time?

Part-time workers must not be treated less favourably than full-time workers. This includes pay, holidays and parental leave.

Your employer can't make unreasonable changes to your contracted hours of work without your permission. Usdaw can help negotiate any proposed changes to get the best deal for you.

Problems at Work

Anyone can experience problems at work. These can be related to a range of situations – for example sickness absence or having your contracted hours changed.

Whether you're planning on making a career in retail or not, you still need to be protected at work.

As a Union, we always stand up for our members, providing advice, support and representation when problems arise.

The Bare Minimum – know your rights

It's important to know your rights at work – your employer is legally obliged to make sure you benefit from these rights.

Most people have the following statutory minimum rights:

- 28 days paid holiday a year (pro-rata for part-time workers).
- 20 minutes unpaid break when working longer than six hours.
- 11 hours rest between working days.
- 24 hours rest twice every fortnight.
- 48 hour maximum average working week.

Respect at Work

Do you get stuck with all the rubbish jobs in the workplace? Heavy lifting, unsocial shifts, bullying in the workplace?

Udaw believes in fairness at work – we will stand up for you.

Student Support

Need time-off to study?

Udaw has negotiated time-off to study for exams in many of our workplaces – even if there isn't a formal agreement, Usdaw reps can still help you get the best possible deal to suit you.

At Uni?

Udaw has also helped many young members get a transfer, so they could keep their summer job in retail when they went back to college or Uni.

16 and 17 year-old workers are also entitled to:

- 30 minutes rest break when working more than 4.5 hours.
- 12 hours rest between working days.
- Two days rest every week.
- 40 hours maximum working week.
- Eight hours maximum working day.
- A ban on working at night.

It's All About The Money

Are you getting what you're owed?

All employers have to pay you at least the National Minimum Wage.

From April 2019, the hourly rates of pay are: *(rates from April 2020 in brackets).*

Under 18	18-20	21-24	25+	Apprentice*
£4.35 (£4.55)	£6.15 (£6.45)	£7.70 (£8.20)	£8.21 (£8.72)	£3.90 (£4.15)

**This rate is for apprentices aged 16-18 and those aged 19 or over who are in their first year. All other apprentices are entitled to the National Minimum Wage for their age.*

National Living Wage

In April 2019, the so-called National Living Wage increased to £8.21 (£8.72) per hour for people aged 25 and over. Like the Minimum Wage, it is illegal to pay any worker over 25 less than this amount, per hour.

Usdaw believes if you do the same job as your older colleagues you should get the same pay, regardless of age. This is a campaigning priority for the Union.

Negotiating for Young Workers

Usdaw has negotiated the removal of youth rates in big companies such as Tesco, the Co-operative, Sainsbury's, Morrisons and Shop Direct. Many employers we deal with now pay the adult rate to all employees, irrespective of age.

Usdaw – the Union for young workers in retail

Being a member of Usdaw (the trade union for retail workers) means that you have good advice and protection for your rights at work. But we also offer a lot more than you might think.

Even if you work part-time, or only plan to work for a short time it's important to be protected at work – and there are other benefits, such as free legal advice on any issue (for example if your landlord tries to rip you off) and money off at cinemas and theme parks.

Get involved and be part of something

If you want more than just our fantastic benefits and protection in the workplace – there are lots of ways for you to get involved with Usdaw:

- Become an Usdaw rep – we will provide full training and your employer will give you paid time-off to train and carry out your duties.
- Each division has its own Young Workers' Committee. Find out more about how you could get involved.

How much does all this cost?

It doesn't cost much to get protection at work.

Scale A £2.48 per week

Scale C £1.61 per week

**rates correct at 1 July 2019.*



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Join Usdaw TODAY!

The more young members we have, the more likely it is that your experiences and concerns will be listened to.

Joining the Union gives you protection at work and a stronger voice. If you haven't already joined, please talk to your workplace rep, or phone our Freephone Helpline **0800 030 80 30** who will connect you to your divisional office. You can also join online at: www.usdaw.org.uk/join