

B&Q Workers Update

IT'S TIME FOR US TO UNITE TOGETHER

Mandate Trade Union members working in B&Q are coming together for fairness and to make some real changes for all workers in B&Q in Ireland.

WHAT WE'RE ASKING FOR

A fair cost of living pay increase

Our bills and the prices of the basics to support ourselves and our families have all gone up. We are seeking a basic cost of living pay increase to offset these increases.

Compensation for the unfair removal of the employee bonus scheme in 2012

In 2012 B&Q management unilaterally removed the Employee Bonus Scheme. Mandate members in B&Q challenged this move by the company. The Union backed the members all the way to the High Court which took several years. The Court recently decided that the Company wrongly removed the bonus from workers after it had already been earned. ***Therefore, workers who earned their bonus during the six month period between August 2011 and January 2012 will receive a once off 3% bonus worth up to €450.*** However, the Court also decided that the Company had discretion to remove the bonus scheme after January 2012. See below for the reason why.

Any changes made by B&Q management to our terms and conditions in future should be done in consultation and agreement with employees and our Union representatives

The company was eventually able to remove the bonus scheme post January 2012 because clauses in our contracts and handbooks give the company discretion to change them without our agreement. This is highly unfair and a big concern. There is seemingly very little to prevent B&Q management from changing our terms of employment with the stroke of a pen. In order to prevent this we need to come together to change it.

Message from Mandate members on the B&Q Organising Committee:

“ We need to be strong and united as a group of B&Q workers across the country to let the company know that we deserve fairness. We work hard. We have sacrificed and accommodated the company to keep things going smoothly through tough times. If we are going to make changes and improvements now and into the future we need to all come together so that we can speak with one strong voice! ”

Local meetings are being organised in your area.

To join Mandate in B&Q or for more information about your union in B&Q please email B&Q@mandate.ie or go to www.mandate.ie.

You can also ring or text 0876918688.

