



URGENT NEWS: Paddy Power Shop Workers

Community The Union For Betting Shop Workers has been inundated with calls from shocked and appalled Paddy Power betting shop staff. Paddy Power are imposing a dramatic change of your terms and conditions including:

- Removal of Premium Pay For Sundays & Bank Holidays
- Removal of Overtime Pay
- Removal of Paid Lunch Break
- Red Ringing of Shop Grades

Along with our Paddy Power Union members Community urges you to
JOIN COMMUNITY UNION NOW!

The Facts

In 2008 Paddy Power announced operating profits of **£67.3m** and proclaimed that company would rapidly invest in growth by having a 150 UK shop estate by 2011. In 2008 Paddy Power shops in London generated EBITDA of **£7.2m** showing the health of the UK market. Indeed, we know that Paddy Power shop workers worked hard to produce these profits for Paddy Power PLC and you kept central costs on average for each shop at **£124,000**.

Instead of rewarding you for your continued commitment and work to the brand, Paddy Power have taken the decision to in fact **REDUCE** your earnings! It is a disgrace that Paddy Power during these current difficult economic times has chosen to target their loyal hard working employees and families in this way. This decision has quite simply been taken with no compassion or care for the direct impact it will have on family budgets or family home life. Paddy Power its self stated that the UK sports betting market had grown 12% since 2003 and even in current economic climate it would still **GROW** at 3% till 2013.

It is outrageous that with a strategy of growth, growing profits from its UK estate that some Paddy Power colleagues have informed that they will not get a pay rise

BUT A PAY REDUCTION!

Do not be pushed into signing without all the information you require to make an informed decision and **do not** feel pressurised into signing. You should be given enough time to review your offer and decide what is best for you. Members of Community will be fully supported with professional legal advice and by expert employment advice.

RING FREEPHONE 0800 389 6332

VISIT www.community-tu.org

FILL IN A MEMBERSHIP FORM PROVIDED

For more information ring 07801 253 271

**A better
bet for
betting
shop staff**

bookiesrights.com

Did you know

If you earn
£200 per week
contributions are 90p
per week

If you earn
£300 per week
contributions are
£1.84 per week

If you earn between
£301-£450 per week
contributions are
£2.25 per week

If you earn
£451-£600 per week-
then contributions
are £3.00 per week.



Being part of Community brings many benefits:

REPRESENTATION:

In disciplinary or grievance hearings—you have the legal right to have a Full-Time Officer of the Union with you in formal hearings.

ADVICE:

On employment issues—a phone call is all it takes to gain expert advice so that you know your rights.

LEGAL PROTECTION:

Covering you and your dependants—free legal representation if you have an accident at work or in the street + our 24 hour legal helpline.

TRAINING & EDUCATION:

Our professional training company Communitas provides a whole range of courses and opportunities to learn new skills.

COLLECTIVE VOICE:

As a member of Community you are never alone with a problem. Being part of the Union with your work colleagues can help resolve workplace issues and get your voice heard.

Until the union is recognised for collective bargaining, subscriptions are set at 75%. The subscription rates you pay are:

Up to £10,400 = £0.90p p/w

£10,400 - £15,600 pa = £1.84 p/w

£15,601 - £23,400 pa = £2.25 p/w

£23,401 - £31,200 pa = £3.00 p/w

£31,201+ pa = £3.75 p/w

Your Rights-Joining a Trade Union

Trade Union membership is protected by freedom of association legislation. It is unlawful for an employer to treat you any differently for being a union member. Also, your employer has only one way of knowing that you're a member — if you tell them!

There are around **7 million union members** across the UK and all enjoy the benefits and security that union membership brings. Workers in unionised companies earn on average **10% more** than those in comparable non-unionised workplaces.

Improving Your Workplace

Community Trade Union is **dedicated to improving the conditions of all betting shop staff**. Your union has a team of dedicated organisers working nationally that regularly visit workplaces to organise workers and promote the benefits of union membership.

Union membership is vital in order to **drive up standards in the industry**. The statistics are glaring: Employees in unionised workplaces earn on average **more than 10%** than colleagues in non-unionised companies. Companies that are unionised have a **50 % better record on health and safety**. Bigger pressures on staff will no extra reward demonstrates clearly why workers at **Paddy Power need a union representing them**.

Community would like to hear from you if you can suggest any areas or specific shops for organisers to visit. In addition to the national and regional newsletters and websites, Community also holds regular one-day seminars for members in the betting industry. The aim of the event is to better inform members about their **rights at work** but the seminars are also an excellent opportunity for staff from the various bookmakers to learn about the issues facing their colleagues in other companies. It is only by **unionising colleagues throughout the industry that we achieve a fairer deal** for betting shop workers.

Get Involved In The Campaign!

Community Trade Union continues to build and develop our campaign in Paddy Power to get a fairer deal for our members across the UK. We also continue to arrange meetings with workers to promote and explain the benefits of union membership and to answer any questions workers might have. If you would like more information or would like us to arrange a meeting in your area then contact the **Community Union** today!

**Call Paddy Power Union Organiser
Ryan Slaughter - 07801 253 271**

Join online today at: www.community-tu.org
Or Freephone: 0800 389 6332