

# To staff at Subway!

We've put together this leaflet to reassure Subway staff that our picket is in support of Subway workers and not directed against you! We are here in solidarity with one of your fellow employees who has been victimised by her employers for the crime of being pregnant. Similar attacks against your basic rights could happen to any of you.

Please look over the leaflet we are handing out at the picket, which explains the situation, and how Natalia has been treated. We believe that knowing the situation you will feel the demands being made are completely reasonable, and something that anyone working here will both understand and support.

- **Immediately reinstate the pregnant worker**
- **Reimburse her for loss of earnings**
- **Compensate her for injury to feeling**
- **Treat all workers fairly**

We are sure that many of you will have suffered similar attacks on their basic workers rights - whether it's being underpaid, denied leave or having your wages docked when you get ill. There is nothing special or unique about Natalia Szymanska, other than that she stood up, made a fuss, and refused to take it lying down. The only way workers can put a stop to such attacks against their conditions is by getting together, and organising.

If any of you have suffered any similar problems, or are just curious as to what the basic rights and legal minimums are, then please get in touch. Obviously, anything you say will be kept in complete confidence. You can contact us at [rights.for.workers@googlemail.com](mailto:rights.for.workers@googlemail.com), or just come and have a chat with any of us outside the store.

On the reverse of this leaflet, we have listed some of the key employment rights that all workers have. No matter the workplace, these rights are a legal minimum, and are completely non-negotiable. If any of these are not being followed, then don't accept any excuses!

Your bosses don't want you to know your rights - the less you know, the less you can demand, and the more they can keep their profits up - don't let this happen at your expense.

While the best way to stop such attacks is organising, there are also a number of legal rights which all employers must observe as a minimum. Some of the key rights are as follows -

- A minimum wage of £5.73 per hour for workers aged 22 years and older, £4.77 per hour for 18-21 inclusive and £3.53 per hour for under 18.

- All workers are entitled to a minimum 5.6 weeks paid holiday per year. For a full time worker this comes to 28 days per year - which unfortunately includes bank holidays.

-The right to breaks of at least 20 minutes after each 6 hours of work. We are entitled to at least 11 hours' rest in each 24 hours and a minimum of a day a week off. Rest breaks for under 18s are a minimum of 30 minutes every 4 1/2 hours.

-We cannot be forced to work over 48 hours per week unless we have agreed to it in writing - however this is averaged over any 17 week period, so we can be forced to do more in any one week.

-We are entitled to statutory sick pay if we normally earn over £77 per week and if we have been working for over 3 months.

-The right to maternity/paternity leave when we have children. Most mothers are entitled to 26 weeks' paid maternity leave and an additional 26 weeks' unpaid leave. To get maternity pay, we must earn over £77 per week and have been working for over 6 months by the time the baby is 15 weeks from being due. For the first 6 weeks, this should be 90% of average earnings, then a flat rate of £100 for 20 weeks. If pay can't be claimed, Maternity Allowance may be claimed from the DSS. Fathers/male partners get 2 weeks' paid paternity leave (subject to the same qualifying conditions as for maternity).

-We all have the right to protection from dismissal for asserting our statutory employment rights. We also have the right to join with our fellow workers and organise ourselves collectively, and to join a trade union.

-We all have the right to refuse to work if we find ourselves in imminent danger.