

I am a migrant worker...

... like you. At first, I didn't know my rights until I went to see my rep. She told me that I should be paid at least the National Minimum Wage (www.gov.uk/national-minimum-wage-rates), have around 24 days holidays, do not have to work more than 48 hours a week including rest breaks, have protection for working at night, have enhanced protection if I am a young worker, can join a trade union, should not be discriminated against and should work in a healthy and safe environment.

All workers should have the right to:

- The National Minimum Wage
- Paid holidays • Working time rights • Join a trade union
- Not to be discriminated against, bullied or harassed because of their gender, race, nationality, disability, pregnancy, sexual orientation, gender identity, age, religion or belief
- An employment contract

When I asked her about family rights she said that there are some rights for everyone and others where you need to have enough qualifying service. For example, paid time-off for antenatal care and protection from pregnancy discrimination are rights for everyone. She also explained that there is maternity leave and pay, and parental leave. And my partner can have paternity leave with pay. Also if I adopt a child I have the same rights and the right to request flexible working. She explained that:

- Maternity, paternity and adoption leave and pay are legal entitlements for new parents who qualify
- Parental/carers leave is a special leave to look after those who rely on you
- You can Apply to work flexibly by using your right to request a different work pattern

Joining Unite and going to see my union rep and my union equality rep was the wisest decision I've made.

Now I know that if I qualify, I also have the right to:

- Maternity, paternity and adoption leave and pay – All women workers are protected against pregnancy discrimination
 - Parental/carers leave • Apply to work flexibly
 - Redundancy pay. • Claim unfair dismissal



Some employers dispute whether you are a worker, employee or self-employed. And increasing use of zero-hours contracts, cloud working and online recruitment intensifies uncertainty and insecurity. The law around employment status is extremely complex, and bad employers are always finding a way to avoid your employment rights, tax and National Insurance. That's why Unite campaigns for rights for all.

When I was discriminated against by my employer, Unite helped and supported me and I now enjoy the same rights as everyone else. I think it is really important to have a union rep at work and that union equality reps are also there to prevent discrimination at work so others don't have to go through what I did. The union has safety reps and union learning reps to help you too.

SO DO WHAT I DID

Join the union & Elect

a workplace rep, a health & safety rep, a union equality rep and a union learning rep in your workplace. They are active members of the union who are trained and accredited by the Union.

Are people working at your workplace in the union?

Do you want to go to union branch meetings?

Find out more at www.unitetheunion.org

Contact the union in your region:

North West	0151 559 2004
North East/Yorkshire & Humberside	0113 236 4830
West Midlands	0121 553 6051
East Midlands	01332 548400
South West	0117 923 0555
London & Eastern	020 8800 4281
South East	01753313820
IRELAND	028 90 232381
SCOTLAND	0141 404 5424
WALES	02920 394 521

