

Advice Bulletin – December 2020

CHANGING YOUR WORK HOURS OVER THE CHRISTMAS PERIOD

It has been brought to our attention that DHL has, at short notice, changed attendance patterns over the Christmas and New Year Period.

If your contract has a “flexibility clause” written within it, then changes to your hours, shifts, days and location can be changed by your employer. However and more importantly this should be done with reasonable notice.

It is the Union’s view that changing the attendance patterns with approximately three weeks’ notice is not reasonable, this is particularly true given the difficult circumstances in which families are trying to arrange Christmas this year in the face of the pandemic.

Reasonable notice is also the bare minimum that you should expect from your employer. ACAS the statutory body which monitors employment law outlines best practice in this area:

Even if a change is covered by a flexibility clause, it’s still a good idea for the employer to talk with employees before deciding to make a change.

Talking to employees from the start can help implement a change that:

- *meets the needs of the business*
- *works for both the employer and employees*

Consult employees to agree changes, open discussion with employees about changes to their contract helps:

- *employers and employees work together to agree changes*
- *prevent potential disagreements or legal disputes*

The CWU believes that DHL Parcel workers deserve best practice, you have given your best day in day out during a global pandemic, facing health and safety risks and an increased workload. You deserve the best.

DHL Parcel could have and should have looked into alternative options for implementing the changes to your attendance over the holiday, they could have:

- Properly engaged the workforce and given you a chance to propose alternative shift patterns
- Sought a pool of volunteers to come in over the holiday period
- Provided financial or other incentives to encourage volunteers
- Ensure those who have family or other caring responsibilities were not affected

Instead, management sent out blanket letters without any consultation, throwing the entire workforce's Christmas and New Year arrangements into doubt. In the season of goodwill when you are working above and beyond DHL should have afforded its staff the same goodwill.

DHL operates an Employee Consultation Group, our members are asking the questions, what is the forum actually doing for you? Where is it on this issue? Did management even consult it? Does it represent you?

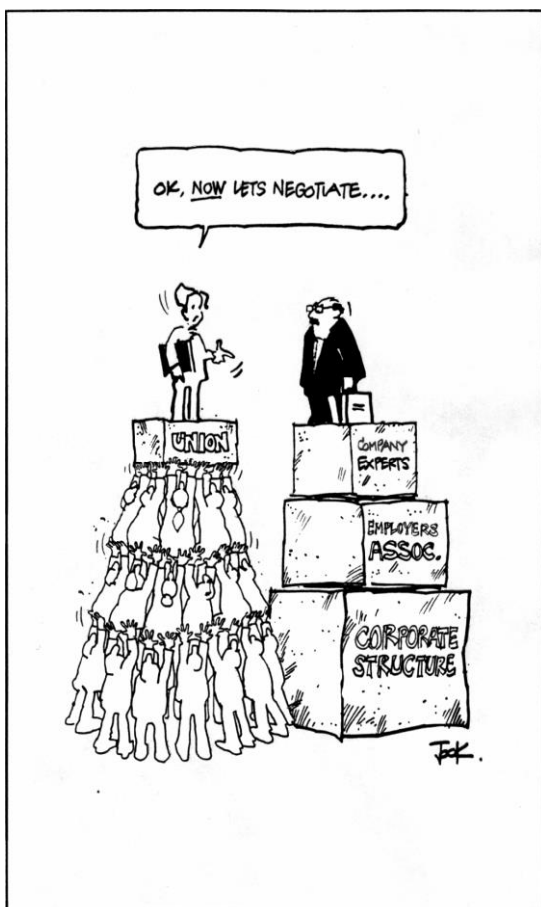
The CWU has written to DHL Parcel on behalf of our members and put on record our disappointment with how you have been treated. We have requested a meeting and offered to assist the company in developing fair and properly implemented policies.

To change things and get the respect you deserve you need an independent union who can stand up for you and demand you are properly consulted in relation to such changes in the future.

The CWU has a proven track record of supporting and representing workers across the postal sector. We have a proven track record of standing up for our members and winning respect and fairness.

If you are not yet a member, we encourage you to [join](#). If you are a member, we encourage you to get [more involved](#), we offer training and support and a team of organisers who can offer on-the-go advice.

Bring in the New Year by signing up for change.



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