

REASONS TO JOIN



Should You Be Getting Paid Holiday?

Many UK freelancers and casuals are entitled to holiday pay in law, but an NUJ survey found that almost nine out of ten did not receive it. Are you losing out? The NUJ has been successful in winning holiday pay and backpay for many of its members.

Could that be you? If so, the NUJ can help. **Contact** freelanceoffice@nuj.org.uk

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Demand Your Rights

In the UK, workers and employees are entitled to paid holiday of 5.6 weeks a year, equivalent to 28 days for someone on a five-day week. Although many NUJ members are “casual” or “self-employed”, they often work in ways that gives them worker status.

You could be a worker and entitled to paid holiday if:

- You do most of your work for one organisation (but you may also be eligible if you work for more than one organisation).
- You work under any contract (it doesn't need to be in writing) to do the work personally.
- You do shifts in a workplace.
- Someone else controls your work, when and how you do it.

Paid holiday is an important social right and going without breaks can threaten your health.

Our latest members' survey showed 88 per cent of freelances, many working for the same organisation for years, do not get paid holiday pay. Often the organisation uses standard

contracts stating the person is self-employed or an independent contractor. The union has successfully disputed this, winning members holiday entitlement and backpay.

The NUJ holds twice-monthly legal surgeries with Thompsons Solicitors. If you think you might be a worker, get in touch and we can advise you confidentially. If within the last three months you have stopped working for a particular organisation, we can also help.

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