



# AN URGENT LETTER TO ALL EMPLOYERS

Dear CEO,

When required, the decision to furlough normal workers on PAYE is a relatively simple one.

Employers have two options:

- 1) Keep workers on the payroll and put them on furlough leave
- 2) Give them notice of redundancy

HOWEVER, should you employ zero hours workers, the situation is a little different because you have a 3rd option, which is to simply stop giving those workers any hours of work.

This means your zero hours workers then have no choice but to claim universal credit, with all the stress, delay, inevitable reduction in income and poverty that involves.

If you are a responsible employer who has compassion and care for the people who work for you, we ask you to put your zero hours workers on furlough, paying those workers 80% of their average previous earnings, which will be reimbursed by HM Government in full, subject to the simple rules and process.

This issue is relevant to both private and public sector organisations.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'James Johnson-Flint', written in a cursive style.

James Johnson-Flint  
Director, Zero Hours Justice