

# Asda Retail Noticeboard

Last update: 6 Jun 2023

## Latest Bulletins

### UPDATE ON GMB EQUAL PAY CAMPAIGN FOR ASDA'S RETAIL WORKERS

Posted on: 6 June 2023

Dear GMB member,

I'm writing to update you on the GMB campaign for equal pay for ASDA's retail workers.

Yesterday, at GMB's annual congress your reps met with the deputy leader of the Labour Party - Angela Rayner MP.

Your reps told their stories about what the fight for equal pay means to them. We'll be sharing some of those stories with you very soon.

Your reps told this country's next deputy prime minister what it feels like to know that ASDA value the work of the depot workers more than the retail workers.

Our retail reps asked why it is that they matter less to ASDA?

Why it is that they have been forced to use food banks or spend less time looking after their children because they are paid up to £3 less than depot workers.

Angela gave her full commitment to all ASDA workers fighting for equal pay and we look forward to working with her on this.

**Nadine Houghton - GMB National Officer for ASDA**



**Posted on: 30 May 2023**

Dear GMB member,

This morning ASDA announced they are 'merging' with the UK wing of the EG Group. Both companies are jointly owned by TDR Capital and the Issa Brothers.

ASDA was saddled with high levels of debt after it was first brought by TDR Capital and the Issa Brothers. This merger means ASDA is being saddled with even more - which is now being used to pay off EG Group debts.

GMB's first concern is what this means for our members' jobs, pay and conditions.

We believe that the direct consequences of this deal are already being felt by hardworking ASDA workers.

ASDA are using fire & rehire against 7,000 ASDA workers in the Southeast to impose a pay cut of 60p per hour. They have already cut the hours and pay of night colleagues with a move to 'Twilight' night replenishment and ASDA still has big questions to answer about how it is going to correct existing pay structures in light of the ASDA equal pay claims.

We know that store managers are under increasing pressure to save on the wage bill costs and many of you tell us about the increasing pressures you are under to do more, with less.

The GMB will be meeting with ASDA this week where we will be discussing these concerns.

Please be assured that GMB will continue to fight for your interests.

In solidarity,

**Nadine Houghton**

**National Officer**



**Posted on: 31 January 2023**

Dear GMB member,

The fight for Equal Pay in Asda may take a step forward this week as GMB awaits the outcome of the report from the 'independent experts'.

Independent experts are appointed by the tribunal in equal pay cases to assess the work of the comparators and make recommendations about whether the jobs being compared (i.e. the jobs in retail and distribution) are of 'equal value'.

The Independent Experts report gets sent to the lawyers and the tribunal this week. The lawyers on each side then have an opportunity to question the methodology used by the independent experts and can even instruct their own experts if they think the methodology is wrong.

The lawyers acting on behalf of GMB members in the case expect to be able to share the reports with claimants after the 6<sup>th</sup> February. The reports are confidential and cannot be shared with anyone who is not part of the case.

We will provide you with a further update as soon as we can.

Given Asda's continued attempts to cut costs and get more out of workers without valuing them properly, we feel the equal pay case is more important than ever. We will continue to do everything we can to hold Asda to account.

Thank you for your continued support.

**Nadine Houghton (GMB National Officer) and the GMB National Reps team.**

## **CHANGES TO NIGHT REPLENISHMENT PROCESS**



**Posted on: 27 January 2023**

Dear GMB member,



Asda have announced proposals to potentially cut over 4,000 jobs as part of changes to their night replenishment process.

Asda will begin collective consultation with the GMB as they move away from a nighttime ambient replenishment process to a 'twilight' replenishment (between the hours of 7 and midnight) in 184 stores.

The impact of these changes is that, with the removal of the night allowance, a night colleague could see their pay reduced by as much as £300 - £500 a month, if they were to accept moving from night hours to the new 'twilight' hours. Given the new shifts are a significant change in hours and drop in pay we expect Asda to be offering redundancy packages to those colleagues unable to accept the new shifts.

As you would expect, the GMB has huge concerns about the changes. The cut in pay and hours is, of course, our primary concern, but the potential impact on colleagues' health and safety is also worrying. With colleagues finishing work gone midnight, getting home may become more risky and more expensive. Replenishing stock with more customers on the shop floor also poses further Health and Safety risks and we know that local managers are concerned about how ineffective the move will be.

GMB reps will be visiting night colleagues in as many of the affected stores as possible over the coming weeks. We will be surveying our members and seeking your views on the proposals.

If you would like a visit from a GMB rep, please contact your local GMB office.

Our first consultation meeting is scheduled for Thursday 2<sup>nd</sup> February, and we will provide you with ongoing updates.

Many thanks.

**Nadine Houghton (GMB national officer) and the GMB National Forum Reps.**

## Previous Bulletins

**Wage Errors Update- Reduced Issues Following GMB Campaign**



Posted on: 23 September 2022



Following months of campaigning activity by GMB Union Reps I am very pleased to say that, for now, the GMB campaign to bring down wage errors in Asda is showing results. Wage errors are still not where they need to be but there is a direct link between the work the GMB has been doing on this and the errors coming down, as you can see from the graph below.

 Graph showing decreasing wage errors at Asda

You told us that wage errors were impacting negatively on your mental health, some of you even told us that you dreaded pay day. We listened to your concerns and took action by publicising your experiences, engaging politicians and most importantly - negotiating with Asda on how they can get this right.

We are not finished and as you can see there is more work to be done. We are still negotiating on a repayment policy and we need to see wage errors continue to slow. But for now, we are seeing positive steps.

As always though, the proof is in the pudding, it is your feedback that shapes the direction of your union's campaigns - so please continue to tell us how you feel.

## ROYAL FUNERAL BANK HOLIDAY



Posted on: 16 September 2022

# UPDATE ON WORKING ARRANGEMENTS

Dear GMB member,

I wanted to update you on the position we have agreed with Asda regarding BH working arrangements.

The agreement regarding seeking volunteers is as follows:

***We'll be seeking volunteers to fill the small number of colleagues we'll need to work on Monday. If we are unable to identify enough volunteers, we will seek volunteers from surrounding stores where appropriate before, in exceptional circumstances, having to ask some colleagues to work but we'll have a discussion about this and explore all possible alternatives. All hours worked on Monday - colleagues will receive enhanced pay. They will be paid their normal base rate plus any other relevant supplements at the equivalent of double time.***



We are receiving reports from a handful of areas that management are rostering in only those contracted to work, regardless of whether they have volunteered. As you can see – this is not the agreed policy.

If you are asked to work and are not able to please contact your GMB rep or regional office.

Below are a few additional Q&A's to assist you:

**1. What would happen in the following scenario; colleague is rostered to work 10-2 but comes in to work 5-9. Will they be paid double time for the 5-9 shift and normal pay for the 10-2 shift?**

The colleague's shift from 10-2 will need to be removed and the new shift of 5-9 will need to be entered into Customer First. They would not be paid for the hours between 10-2 but will receive the equivalent of double pay for the hours worked between 5-9.

**1. Will night colleagues be expected to work on the Sunday 10pm – midnight?**

As per the guidance already issued, night colleagues who are scheduled to work but do not wish to work on Sunday 18th September will need to book a holiday, reschedule, or take as unpaid leave for any hours that fall on Sunday 18th September. Any hours that fall between 12:0am (00:00) midnight start of day and 11:59pm (23:59) on Monday 19th September, the day of the funeral will be paid at normal rate if the colleague doesn't work, for colleagues that do work they will receive enhanced pay.

**1. Will colleagues be expected to finish their contracted shift if it is rota'd past 5pm on the Monday?**

As per the guidance already issued, colleagues who are scheduled to work but do not wish to work will be paid their normal base rate plus any relevant supplements.

I hope you can make the most of the bank holiday – however you chose to spend it.

**NADINE HOUGHTON**

**NATIONAL OFFICER**

**ROYAL FUNERAL BANK HOLIDAY WORKING ARRANGEMENTS**



**Posted on: 15 September 2022**

Dear GMB member,

The GMB is concerned that Asda's bank holiday working arrangements will not allow sufficient flexibility to those staff who want to pay their last respects to Her Majesty, Queen Elizabeth.

Asda have said that stores will open at 5pm, however a skeleton staff will be required, as will a night team, with double time being offered for all hours worked.

The GMB supports the rights of those colleagues wishing to work, however we believe this should be on a purely voluntary basis – no one should be told to come into work and denied their opportunity to mourn, alongside the rest of the nation.

Asda's decision comes as other retailers have decided to close their stores, and in the same week that Sainsbury's have announced a 25p pay increase for shop floor staff to help them with the cost of living.

The GMB is urging Asda to get it right on this. Give staff the right to choose whether they work on the Bank Holiday Monday or not. Allow GMB members to choose for themselves what is right for them and their family on this important day for the nation.

We will update you if we hear anything further on this issue.

**NADINE HOUGHTON**

**NATIONAL OFFICER**

Scroll down for other noticeboard updates

**19.08.2022**

### **GMB launches campaign for a pay rise in 2023**

Following a successful campaign for a pay rise in 2022, we're launching our next pay campaign in ASDA stores. With inflation rising and wages falling in real terms, it's vital we all stick together to campaign for and achieve a pay rise for hard working ASDA colleagues in 2023.

National reps have developed materials to help spread the campaign across the country, all of which you can download and print to use in your local stores.

[Download the materials](#)



**Nadine Houghton**

**GMB National Officer**

**04.08.2022**

### **Wage Errors Update**

This week (03/08/22), along with Shadow Chancellor Rachel Reeves, we met with ASDA management to push them to resolve the common issues with the HRSS system and put in place new ways to process colleagues' wages correctly.

We still have a long way to go, but by working together we are starting to see improvements. Watch the video update here: <https://youtu.be/Z2UmmJU2Cr8>

In solidarity

**Andy Prendergast**

**GMB National Secretary**

**18.07.22**

### **Wage Errors Update**

GMB has been raising the pressure on ASDA to resolve ongoing issues with wage errors after a survey of members revealed that over 60% of respondents had pay missing from their last pay check and colleagues mental health was suffering as a result.

On Friday (15.07.22) the issue hit the national press, with multiple news outlets reporting that Asda colleagues are having to 'skip household bill payments, take out loans, and even use food banks'.

Politicians across the country have been getting behind ASDA colleagues, with Members of Scottish Parliament calling on ASDA to sort out the issues with SD Worx. The response they received revealed the scale of the problem, with ASDA admitting to 10,806 errors, affecting 5,529 staff in the last month alone.

**Shadow Chancellor, Rachel Reeves, met with ASDA Reps last month**, where they shared harrowing stories of members up and down the country who as a result of wage errors could not afford to feed their families or pay their bills. As a result, a meeting between the Shadow Chancellor, GMB representatives and ASDA management is scheduled for the first week of August to try and get the company to meet GMB's key demands, including a complete overhaul of the payroll system.





The issue, which effects workers across both retail and distribution, is one that the GMB will not drop until workers are paid the wages they have earned.

**Nadine Houghton**

**GMB National Officer**

## **Home Shopping Drivers- Working In Extreme Weather**



**Posted on: 18 July 2022**

Today we are seeing unprecedented temperatures with most areas being placed under amber and red extreme weather warnings.

This is causing great problems for our members throughout the ASDA network and especially for those driving home shopping vans.

There has been some information sent out to stores relating to the extreme temperatures, along with guidance on how this should be managed.

However, our home shopping drivers are having to drive for 7 to 8 hours in vans without any form of air conditioning. ASDA confirmed that home shopping drivers should be provided with; extra drinking water - including a frozen bottle, hats and sun cream. If you have not been provided with these items, please request them before leaving for your shift.

Previously ASDA have stated that they do not fit air conditioning within Home Shopping Vans due to the additional fuel usage and maintenance costs for the air conditioning unit. Today, some of our drivers are reporting temperatures, within their vans of over 50 degrees centigrade. This is unacceptable and we will be raising the need for air conditioning within the Home Shopping Fleet as a matter of urgency.

GMB are advising members to keep themselves safe during these extremes in temperature and we would suggest the following:

- Keep hydrated, take plenty of water with you when driving a home shopping van.
- Request that uniform rules are relaxed to allow you to wear cooler clothing, however, PPE must always be worn.



- If you feel the temperature outside is too hot and may cause you medical problems, you must raise this with your line manager immediately, if you believe there is a serious risk to your health as a result of working in the heat you can request alternative duties.

The GMB believe that ASDA could be alleviating the stress of working in the heat by reducing your workload, relaxing uniform standards and arranging for alternative duties – where practicable – for those who need it. This is a requirement under the equality act for people with certain medical conditions or pregnant women who could become ill in the heat. You should be able to request a role in store where there is air conditioning if an air conditioned van is unavailable.

If you are concerned with the heat and feel pressured with taking a home shopping van out, please contact your GMB Rep or GMB Region immediately.

**Nadine Houghton**

**GMB National Officer**

## **Noticeboard Bulletin – 18-07-2022**



**Posted on: 18 July 2022**

Dear GMB member

This week, ASDA have announced a new trial for customer delivery drivers in 30 stores across the country, for a discretionary pay supplement of £1.38 per hour increase in London stores, and £1.50 per hour increase in stores outside of London. This trial started 17th July and is planned to run through to the beginning of January next year.

The supplement is available for all contracted customer delivery drivers, as well as any colleagues who driver bust for all the hours they undertake the role of a home shopping driver.

GMB do not oppose the introduction of enhanced pay for drivers, as it is a role where the colleague is at risk by being on the road, requires a driving licence, has to work alone and many other employers do pay a premium for this position. However, it is still our firm belief that pay should be improved across all colleague areas within ASDA Retail. Only this will enable ASDA to retain colleagues within the business.

Previously GMB has said to ASDA that pay supplements are needed for positions such as drivers due to the role they do and as many of you will remember premium rates have previously been introduced only



to be removed by ASDA shortly afterwards.

GMB are concerned that ASDA may only be introducing this pay supplement as there is currently a recruitment and retention issue, as opposed to correctly paying and appreciating drivers for the value of the work they do.

Our members tell us all areas are suffering with staffing issues, from nights to checkouts to day replenishment. It seems that ASDA does not understand that having a full complement of drivers is pointless without the colleagues to fill the shelves and pick the stock in the first place.

If you are impacted by this proposal but feel your pay isn't correct, or have other issues you would like to talk to GMB about, speak with your local GMB Shop Steward or contact your GMB regional office.

**Nadine Houghton**

**GMB National Officer**

## **Noticeboard Bulletin - 17-06-2022**



**Posted on: 17 June 2022**

Dear GMB member,

We know that wage errors are a massive issue for you. Over 13,000 Jubilee thank you payments have not been paid this pay day. This is not good enough.

Following pressure and campaigning from the GMB, Asda have agreed to some changes that we hope will alleviate some of the issues. Asda have given a commitment to the GMB that they will:

- Introduce 'Pay Ambassadors' in Retail whose role will be to support line managers understand the pay process.
- Try to find a GDPR compliant way of giving colleagues easy access to punch details.
- Review the repayment policy.
- Introduce 'wage boards' to give a central information point for any wage error updates etc.



- Provide additional training for line managers.
- Try to make pay slips easier to understand.

Whilst these are positive steps, the GMB remains concerned that they will not go far enough. We will continue to monitor the situation and meet weekly with Asda to review progress and hold them to account where there has not been adequate progress.

Asda have told us that anyone waiting for a thank you payment of under £60 will get this paid on Tuesday, anyone with a thank you payment owed over £60 should get this as a bank transfer today.

Thanks for your continued support as we keep fighting to make sure Asda pays you properly.

**Nadine Houghton**

**GMB National Officer.**

## Noticeboard Bulletin - 09-05-2022



**Posted on: 9 May 2022**

Dear Colleagues,

Asda have said they would like to trial changes to its night operation, moving to twilight hours instead. The proposal is to move from the current 10pm Start - 6am Finish model and move to either a 19:00 - 00:00 or 20:00 - 01:00. This would only affect the Ambient, BWS and Frozen departments.

Asda have confirmed that this would be on a **purely voluntary basis** and any colleagues taking part in the trial would have their pay protected. Any colleague who did not wish to take part could temporarily move onto another department.

You cannot be sent to work in another store if you refuse to take part in the voluntary trial and you can not be forced to take part in the trial in your store.

GMB has raised concerns about the potential financial loss for our members if this proposal was to be enacted including the loss of some or all of our members night premium. We are providing Asda with providing from our members, highlighting that the hours are extremely unsociable and could impact negatively on family life.



GMB believe this could have some wider Health and Safety implications going forward, including increased accidents while pallets, cages and stock are on the shop floor at the same time as customers are shopping.

We urge our members to think very carefully before agreeing to volunteer to be part of this trial. We are asking you to think about the long term affect it could possibly have on your finances and work – life balance.

If you are being pressured or told you have to work twilights, please contact either your in-store rep or the GMB directly.

Regards,

**Martin Hall Martin Hall GMB ASDA**

**Chair National Health & Safety Forum**

## **Noticeboard Bulletin – 28-03-2022**



**Posted on: 28 March 2022**

Dear GMB members,

Asda Retail's hourly paid colleagues have a clause in their contract around flexible working.

The GMB is concerned that managers are abusing this clause to force our members into making unreasonable changes to their rota.

We would like to remind all members of their rights under the flexible clause of your Asda contract:

- **A minimum of 4 weeks' notice of any change to your rota or department within your 'job family', on a permanent or temporary basis**
- **This must be equal to and not less than your total contract hours (minus breaks)**
- **A meeting with your line manager to discuss the proposed changes, and representation from a trained GMB Union representative within that meeting**



- **Not to be forced to accept any changes which could be considered unreasonable, based on your personal circumstances**

There are other steps your management must follow, such as meeting your whole department to discuss the changes, asking for volunteers, and giving colleagues time to think about the proposed change before implementing the 4 weeks' notice period.

Any of the proposed changes to your rota or department must be considered reasonable and in line with your terms and conditions.

For a better understanding of what reasonable changes mean for you, and to learn more about many of the other guarantees you have regarding the flexible clause, please speak with your local GMB Shop Steward, or contact your regional GMB office for support and advice.

Remember! Do not go into a meeting with management regarding the flexibility clause unless you have a GMB representative to accompany you.

**NADINE HOUGHTON**

**GMB NATIONAL OFFICER**

## **Noticeboard Bulletin - 21-03-2022**



**Posted on: 21 March 2022**

Dear GMB member,

Over the last few months, Asda Retail have been trialling various different financial incentives for retail delivery drivers in a number of Asda stores across the country. These have included:

- An additional supplement to pay of 90p per hour
- A bonus payment for remaining with Asda for 5 months of £390



- A bonus payment for new hires for staying with Asda for 6 and 12 weeks of £300 each

Asda has now ended these trials and are not intending to continue with these incentives. GMB provided feedback to Asda that ending the financial incentive would lead to delivery drivers leaving.

Throughout the trial period, GMB pointed out that the incentives were simply not enough to encourage drivers to stay.

Asda's competitor Sainsbury's pays their retail delivery drivers between £11.50 and £12.55 per hour based on location, far in excess of the £9.36 base rate of pay offered by Asda, even with the financial incentives on top.

Asda's own feedback from the trial showed that pay was still the biggest reason for delivery drivers to leave in the trial stores, with 84% of the surveyed drivers stating that the pay was still unsatisfactory, and that pay was the most likely factor that would convince a driver to stay.

GMB is calling on Asda to wake up to the fact that their pay is nowhere near good enough, and our members deserve and demand better. Unless Asda increases pay not just for customer delivery drivers, but for all Asda Retail colleagues, they will continue to see the workforce leaving.

We want to force Asda to the table to negotiate on pay, terms and conditions, but in order to do that we need your help to do it. Become a member, or ask a fellow colleague to join GMB, and together we can make a difference.

Speak to your local GMB representative to find out more information about how you can help.

Yours sincerely,

**Nadine Houghton**

**GMB National Officer.**

**Noticeboard Bulletin - 18-01-2022**



**Posted on: 18 January 2022**



Dear Asda Aces,

I know that many of you feel like you are 'in the dark' about what happens once you come over to Asda on the 2<sup>nd</sup> February.

Asda have informed the GMB they will commence a redundancy consultation with you the week beginning 9<sup>th</sup> February. We have not yet seen the business case for this.

You will be invited to three 'one to one' meetings with the Asda 'Customer Trading Managers' - ***you will have the right to GMB representation during these meetings.***

You will be provided with a breakdown of how much redundancy pay you could receive if you are selected for redundancy. You will also be made aware of what alternative positions are available within the store.

The process for selecting who will be chosen for redundancy relies on giving scores to individuals based on certain factors such as sickness, disciplinary, attendance, skills and warnings. The GMB will be consulted to ensure the scoring cannot be done in a way that is discriminatory.

As soon as we have more detail we will again write to you.

In the meantime, please ensure you have spoken to your local GMB representative about providing you with representation during your one-to-one meetings.

Kind regards

**NADINE HOUGHTON**

**GMB NATIONAL OFFICER**

**Noticeboard Bulletin - 25-11-2022**



**Posted on: 25 November 2022**

Dear Colleagues,

As you will know, the Asda Aces are due to transfer 'in house' to Asda on the 2nd February with City FM no longer providing cleaning services.





This has an impact on the Asda Aces but it also potentially affects existing Asda colleagues for the following reasons:

1. Asda have, at this stage, said that cleaning will fall within the 'Service' job family, under the 'Our Asda Colleague Contract' this means that former Asda Aces can be directed to work in a customer facing role, but likewise existing Asda staff can be directed to work in a cleaning role.
2. There will be a renewed focus on 'Clean as You Go' with briefings for staff and a 're - prioritisation' on the expectations around 'Clean as You Go'.
3. The GMB has requested a copy of the 'time and motion' study used to determine the allocation of hours for cleaning tasks and we are keen to understand how the current City cleaning model differs from the proposed Asda model.

The GMB is in ongoing consultation with Asda about the impact this will have on existing colleagues, and we will keep you updated as we move through the process.

As always, if you have any questions please raise with your local representative or regional officer.

Kind regards,

**NADINE HOUGHTON**

**GMB NATIONAL OFFICER**

## **Noticeboard Bulletin - 24-11-2021**



**Posted on: 24 November 2021**

Dear GMB members,

As we have previously updated you, the next step in the equal pay claim was due to start on the 29th November, with an 'equal value' hearing in Manchester.

An equal value hearing is where the jobs of retail and distribution workers are compared for the judge and 'independent experts'



The GMB had planned a pay justice campaign day to coincide with the start of the hearing, however, there has been some progress which means the hearing will now only be held over one day on the 8th December and Asda women will no longer have to give evidence on their job roles in court.

We will provide you with an update on the outcome of this hearing as soon as we have it.

There will be another 'equal value' tribunal hearing after this one, we don't yet know the date for this, but it could be some time.

The GMB is still asking Asda to carry out an Equal Pay Audit as this is something they can do outside of the legal process, please make sure you sign the petition calling on your employer to do this [www.gmb.org.uk/Asda-equal-pay-audit-pledge](http://www.gmb.org.uk/Asda-equal-pay-audit-pledge)

We will continue to keep you updated.

**Nadine Houghton**

**GMB National Officer**

## Noticeboard Bulletin - 17-11-2021



**Posted on: 17 November 2021**

Dear GMB members,

Following my latest bulletin regarding festive working arrangements, your National Forum reps have now had a chance to discuss Christmas Working arrangements directly with Asda.

Following that discussion, I can confirm the following:

1. All festive bank holidays (Xmas, Boxing and New Years Day) are worked on a purely voluntary basis.
2. All these days can be taken as unpaid leave if you wish.
3. If you want to be paid for these days, you are entitled to request them as leave.
4. If you are normally rostered to work the day on which Xmas day falls you will be paid for



that day, even though you are not working.

5. If you do work any of these days you will be paid at double time.

**NADINE HOUGHTON**

**GMB NATIONAL OFFICER**

## **Noticeboard Bulletin - 17-11-2021**



**Posted on: 17 November 2021**

Dear GMB members

Asda have announced they have begun a consultation to bring the day-to-day cleaning of Asda stores 'inhouse', Asda Aces will be transferred in to work for Asda and Asda colleagues will also be asked to carry out 'Clean as you go' duties. This includes the cleaning of car park, checkouts, kiosk, optical, pharmacy areas and cleaning that would usually be done by the Asda Ace Janitor. The transfer will happen on the 2<sup>nd</sup> February.

There is also proposed to be a reduction in tasks, such as reduced cleaning of the trolley bays, less frequent floor cleaning per week, reduced cleaning of areas such as bakery, and reduction in the cleaning of colleague areas such as offices, training rooms etc.

Because of the reduction in tasks and therefore available hours and the requirement to increase 'clean as you go' duties it is likely that some of the Asda Aces will go through a redundancy consultation starting in February.

GMB has many Asda Ace members in CITY, and we will be fighting to ensure that there are as few redundancies as possible by redeploying into roles within Asda stores.

The GMB Asda National Forum will also be meeting with Asda on a weekly basis to scrutinise the proposal and provide feedback to Asda.

We are deeply concerned about the potential impact on current Asda colleagues who will be asked to carry out additional cleaning duties, despite ongoing pressures to stock shelves and serve customers.

**NADINE HOUGHTON**



**Noticeboard Bulletin - 11-11-2021**



**Posted on: 11 November 2021**

Dear GMB members,

Whilst many of you will already be aware, I wanted to ensure you had sight of the festive working arrangements, as confirmed by Asda:

*"Our Christmas Store opening hours are available on the seasonal planning site on OneAsda. Colleagues can enter their store numbers onto the site and it will give them their specific opening hours.*

*Key Points:*

- *All colleagues are on 'Our Asda' contract, therefore Christmas Day, Boxing Day and New Year's Day are voluntary including our Seasonal colleagues*
- *If a colleague chooses not to work the Festive Bank Holidays, they need to book a holiday following the normal process*
- *Colleagues working the Festive Bank Holidays will receive double time*
- *Colleagues whose contracted hours fall on the Festive Bank Holidays should be asked first if they would like to work"*

As always, any questions or issues, please speak to your local reps or regional officer.

**NADINE HOUGHTON**

**GMB NATIONAL OFFICER**

**Date: 20/10/2021**

Dear GMB members,



I wanted to share with you a letter that I am today sending to Asda's owners – the Issa brothers. The GMB is concerned that saddling Asda with more debt could prove detrimental to our members jobs and conditions. We are seeking an urgent meeting with the Issa brothers to discuss this – and the sale and leaseback of the distribution centres.

Please read below:

*'Dear Mohsin and Zuber Issa*

*I am writing to introduce myself as the new national officer for the GMB responsible for Asda. I'm looking forward to working with you and hope we can begin the relationship in an open and constructive fashion.*

*I am also writing regarding the sale of the petrol forecourts which has fallen through; leaving Asda now saddled with a further £500m of debt.*

*This, on top of the sale and leaseback of the distribution centres, compounds uncertainty about the future stability of our members employment.*

*You will of course be aware of the vital role our members have played throughout the pandemic; you will also know that our members have been through an exceedingly tough time with the imposition of 'Contract 6' in the stores.*

*Distribution and retail workers are now in short supply, and more than any other time, it makes sense to ensure your loyal colleagues feel secure and valued.*

*I hope that you can agree to a meeting with GMB representatives to discuss what the added debt and sale and leaseback of the distribution centres means for the future of Asda's staff and what steps you will be taking to secure our members employment considering the financial circumstances.*

*I look forward to hearing from you.*

*Yours sincerely'*

**NADINE HOUGHTON**

**NATIONAL OFFICER**

**Date: 30/09/2021**

Dear GMB members,

25,000 GMB members are currently suing Asda for Equal Pay.



Asda retail workers are being robbed of £1.50 – £3 for every hour of work you do. Women have died waiting for Asda to do the right thing and pay them equally.

GMB members rightly believe that women in the stores who do work of 'equal value' to men in the distribution depots should be paid the same.

An Asda People Director in 2011 is quoted as saying:

"The retail colleague demographic is made up of predominantly part time females who are working at Asda for a secondary income to support the main household bread winner ... The Full time bread winners are a minority group of colleagues. ... Distribution is different to retail ... The nature of work is physical. This type of workforce had different motivators."

**On the 29th November, Asda's women workers will be in court to explain to a judge exactly how and why the work they do in the stores is work of 'equal value' to the work done in the distribution centres.**

**Will you join the fight for equal pay? Will you take part in campaigning activity on the 29th November to support your colleagues giving evidence in court? If so, drop me a Whatsapp or text on 07714239227 or better still speak to your workplace rep or regional officer.**

Asda's policy on pay is sexist. They think that women come to work for a 'secondary income' and that men working in distribution are the 'breadwinners'!!

It's time that GMB members just like you told Asda that now is the time for pay justice for women workers.

In solidarity,

**NADINE HOUGHTON**

**NATIONAL OFFICER**

**16/06/2021**

Dear Colleagues

Asda has recently announced their intention to move the markdowns from AM to PM. A large number of members are currently working an early shift, often at 6am to do the markdowns.

Asda are now asking these colleagues to change their shift start time by up to 12 hours. If you have personal circumstances, such as childcare, that means you cannot make this change then Asda should offer you an alternative on your current hours. If this is not the case, and you are being forced to change shift then please contact your GMB representative ASAP and raise a grievance.



The GMB's view is, that irrelevant of personal commitments or circumstances that any member may have, giving notice of a new start time of up to 12 hours later than your current start time is not reasonable and cannot be legally enforced.

If you are being forced to significantly change your shift against your will, you also need to raise this as a grievance with Asda and contact your GMB representative to ensure we can provide the representation and see that you are treated fairly and justly.

**ROGER JENKINS**

**GMB NATIONAL OFFICER**

**03/06/2021**

Dear Colleagues

For the past weeks we have been in consultation with ASDA over the proposals to end scratch baking, replace with part baked products and make our skilled bakers redundant.

Thank you for all our members who have told us their views which have been passed on through the consultation to ASDA.

The GMB have stated that ASDA's position is wrong both industrially and commercially. It is a huge mistake to lose skilled workers from across stores, skills that once lost can never be replaced and not in the interest of customers, removing choice and the ability to purchase truly fresh baked products. A choice that ASDA should be proud of not ending.

The decision of the ASDA board is to go ahead with these redundancies. It is concerning that the board made this decision so quickly after the end of consultation, an indication that ASDA were never willing to consider retaining the skilled workers in the bakeries.

Many bakers are leaving before their notice period ends. GMB requested a thank you payment of £300 to all bakers that stay to the end of their notice period. That request was refused.

We asked for pay protection for those bakers staying with the business as a first option, for red Circling as a second option, ASDA decided on a transitional payment, simply putting off the date when bakers pay would be reduced. We have managed to get this payment extended to 12 months but this still falls short of what our bakers deserve.

Through the consultation a number of improvements and safeguards have been achieved but this doesn't go far enough. It is a slap across the face for long serving skilled colleagues and does nothing for the future success of ASDA.



It is time the board stopped thinking about just the money and considered their long serving colleagues' job security and offering real choice to customers.

**ROGER JENKINS.**

**GMB NATIONAL OFFICER**

## **FAQ, NOVEMBER 2021**



**Posted on: 1 November 2021**

Dear Asda Colleague,

We've been getting lots of questions about equal pay so here's a list of FAQs:

### **Q1. I completed my claim form ages ago - what's taking so long?!**

**A:** Great question! In a nutshell, Asda are dragging their colleagues through the courts. Asda have decided to fight the equal pay claims every step of the way. They have already spent millions in legal costs and have lost every legal battle instead of sitting down with the GMB to find a negotiated settlement.

### **Q2. So, what's happening now?**

**A:** On the 29th November 2021 Asda's women workers are in court to talk about their job role and explain to the court why their jobs are of 'equal value' to the work done by their male counterparts in the distribution centres. This is called an 'equal value' hearing. There will be more of these hearings. Asda can appeal against the outcome of these hearings if the judge finds in the Asda workers' favour.

### **Q3. Is there anything else we can be doing to help win equal pay?**

**A:** Absolutely! The GMB is launching a petition calling on Asda to carry out an Equal Pay Audit in partnership with the GMB. An equal pay audit compares the pay of men and women doing equal work in an organisation, doing an audit would demonstrate Asda's commitment to removing unfair pay practices. There is also more we can be doing to campaign in stores and politically to end unequal pay.





You can sign the petition and find out more about the campaign here: [www.gmb.org.uk/Asda-equal-pay-audit-pledge](http://www.gmb.org.uk/Asda-equal-pay-audit-pledge)

#### **Q4. If we eventually win, how much back pay will I be entitled to?**

**A:** You can only receive back pay if you are part of the claim. A successful claim = up to 6 years back pay from the date your claim starts and back pay from the date the claim starts until the claim is resolved. This could be as much as £40,000 for a worker on 35 hours a week and assumes a £2ph difference between the retail and distribution worker.

#### **Q5. I'm not on the claim so why should I care about Equal Pay?**

**A:** Even if you are not on the claim you stand to benefit. You will not be entitled to back pay BUT Asda will have to put their pay structure right moving forward. The GMB estimates the difference between retail and distribution pay to be between £1:50 and £3ph - Asda would be obliged to reflect this in their pay structure after a successful equal pay win. The more GMB members there are in Asda, the better placed we are to negotiate an improved rate of pay or campaign successfully on Equal Pay.

**NADINE HOUGHTON**

**GMB NATIONAL OFFICER**

## **Noticeboard Bulletin - 19-05-2021**



**Posted on: 19 May 2021**

Dear Member

### **MB Meeting- Safety of New ASDA trolleys**

A meeting has been arranged for all GMB members that use the new 10 tote ambient trolleys whilst picking Asda home shopping. If you use these trolleys, please join the meeting.

We would like to update you on our involvement, and we would like to hear your feedback.

The meeting is to be held on **Monday 24th May at 1.00 p.m.**

You will need to register prior to joining the meeting.



Click link to register:

<https://gmb-org-uk.zoom.us/meeting/register/tZMrcuGorjwuGdJWzhOEe95pPXXj3WUL6xau>

Kind regards

**Roger Jenkins**

**GMB National Officer**

## **Noticeboard Bulletin - 30-03-2021**



**Posted on: 30 March 2021**

Dear Colleagues

GMB, the union for Asda workers has gained a major victory as the Supreme Court ruled in favour of their members.

The ruling means shop floor staff at Asda can be compared to workers in the distribution centre for the purposes of their equal pay claim.

GMB has now called on Asda to meet with them and discuss the next stage in our members' compensation claim, to stop wasting time and money on legal proceedings and do the right thing by their colleagues.

This is the fourth occasion that Asda has lost a court battle on this issue.

In January 2019, the Court of Appeal ruled that GMB members could compare themselves in this way – upholding the rulings made by an employment tribunal in 2016 and the Employment Appeal Tribunal in 2017.

GMB has enlisted law firm Leigh Day to work the case on behalf of GMB members and the Supreme Court ruling is another major step forward in getting pay justice for thousands of our members.

**ROGER JENKINS**

**GMB NATIONAL OFFICER**



**Posted on: 26 March 2021**

At 9.45am this morning (Friday, 26 March) the Supreme Court handed down judgment in relation to Asda's appeal of the comparability decision and we are pleased to confirm that **you won.**

The five Supreme Court justices unanimously decided that the Employment Tribunal, Employment Appeal Tribunal and Court of Appeal were right to dismiss Asda's argument that store workers cannot compare themselves with distribution workers because they are in different locations and have different pay arrangements.

### **What does this mean for your claim?**

The Supreme Court's decision means that you can be compared to your colleagues who work in the distribution centres. This was Asda's final chance to argue that the roles are not comparable and the decision means that you have won the first stage of your equal pay claim.

This appeal relates to the first of three main issues that the Employment Tribunal must decide. As the roles have been found to be comparable the Employment Tribunal now has to decide whether they are of equal value and, if they are, is there a reason other than sex discrimination as to why the roles should not be paid equally.

The equal value part of the claim is already underway, and the next Employment Tribunal hearing will take place on 23rd June to 2nd July.

### **Zoom Webinar**

Our team will be hosting a Zoom webinar to take you through the key points of the judgment and answer any questions you may have in relation to the Asda equal pay claim. If you would like to register your interest in the webinar, please get in touch with us using the contact details provided above.

### **Got a question?**

Contact Leigh Day directly by emailing [asdagmb@leighday.co.uk](mailto:asdagmb@leighday.co.uk) or calling them on **0800 689 3289**.

Be aware, because of high levels of traffic at this time it may take us a bit longer than usual to get back to members.



**Date: 26/02/2021**

Dear Colleagues

You will be aware of the recent announcements by ASDA on a number of proposed redundancies.

With the proposed closures of both Heston and Dartford Home Shopping Centres affecting 789 colleagues and the reorganisation of stores and the back office affecting 3211 colleagues, the GMB have begun 45 days consultation with ASDA on these proposals and we will be engaging with members throughout this period.

ASDA have also announced a reorganisation of management at the Superstores and 16 Supermarkets affecting over 1000 managers.

The GMB stance on these proposals is that only those members that wish to leave ASDA should take redundancy and all others should be offered a suitable alternative position that fits in with their requirements and social responsibilities.

ASDA, unlike much of the Retail Sector, has been able to continue trading throughout the pandemic and continue to make significant profits. This has been achieved due to your commitment and loyalty, working through what has been the most distressing period for both yourselves and your families.

This now has to be recognised by ASDA in protecting your jobs and your futures and the GMB will work tirelessly to achieve this.

If you are in any way affected by these announcements, please speak to your GMB Representative and ensure your voice is heard and your concerns are dealt with.

If you are not a GMB member join today at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

**Roger Jenkins**

**GMB National Officer**

**Date: 19/02/2021**

The introduction of the new ambient picking trolleys has caused a great deal of concern for GMB members.

GMB Health and Safety reps have raised these issues to ASDA and several modifications have been made to the trolleys to improve their safety. We continue to work with ASDA to ensure the Safety of our



members.

GMB highlighted to ASDA that our members had not received the full training relating to the use of these trolleys. ASDA have accepted there has been a training shortfall and are working to ensure all colleagues are correctly trained to use this equipment safely prior to use.

The main concerns raised by GMB members regarding these trolleys have been around Visibility, Manoeuvrability, and the Control of the Trolley.

GMB need your feedback upon these new trolleys so we can work with ASDA to ensure this equipment is safe to use.

Could you complete the following online feedback form to give GMB your views or concerns regarding the New Ambient Trolley?

Click the link to complete the form: <https://bit.ly/3pzFaHt>

**Roger Jenkins**

**GMB National Officer**

**Date: 11/12/2020**

Dear member

For a number of weeks, the GMB have been requesting that ASDA close the stores on Boxing Day and give colleagues an extra day's leave in recognition of the commitment you have all shown as key workers throughout this Covid crisis.

This request was refused, and it was with great surprise that we found out through the press that this decision had been overturned.

We are aware of the confusion the ASDA press release has caused. We unfortunately have to report that Boxing day **has not been granted as an extra day's leave** and if you wish to take this day off you will be required to book holiday, we have asked for clarification for those that do not have any annual leave remaining, you should receive this shortly; also that the bonus referred to in the ASDA press release is not new and is the payment due to you in February which has already been confirmed.

If you have any further concerns or questions, please ask you GMB Rep.

**ROGER JENKINS**

**GMB NATIONAL OFFICER**



Posted on: 21 September 2020

Dear Colleagues,

GMB members in ASDA that have not yet enquired about an equal pay claim should contact their GMB store rep or [GMB Regional Office](#) who will provide you with information about how you do that.

We will put you in contact with our solicitors, Leigh Day, and take their advice on submitting your claim for equal pay against ASDA. If Leigh Day considers that a claim can be submitted then, subject to you remaining a fully paid up member of GMB during the period of time the claim is running, GMB will fund your litigation and you will receive 100% of any settlement money that is recovered in the claim. (If you are already with Leigh Day under a different charging arrangement then GMB will not be able to take up the funding of your claim.)

GMB Members must submit their equal pay claim to Leigh Day **before 16th October** to qualify for the funding.

If you have already registered your claim with Leigh Day but have not returned the information requested by them it is important that this is done as soon as possible.

**JOIN GMB BEFORE THE 16TH OCTOBER 2020 AND SUPPORT OUR FIGHT FOR EQUALITY.**

[Join GMB online](#)

**ROGER JENKINS**

**GMB NATIONAL OFFICER**

**Date: 14/09/2020**

Dear Colleagues

GMB has been supporting equal pay litigation against ASDA for our members via solicitors Leigh Day. Currently over 20,000 members have claims lodged in the Employment Tribunal.

In July 2020 the Supreme Court heard ASDA's latest attempt to overturn the successful judgements the claimants have won in the Employment Tribunal/Employment Appeal Tribunal and Court of Appeal on



the issue of comparators in the litigation.

GMB encourages employees at ASDA to join our union for all the reasons we believe all workers should be a member of our Trade union - collectivism - there is strength in numbers, individual representation in the workplace and solidarity, and family - we are all members of the GMB family.

If you join our union before the 16th October 2020, then you will be able to contact our solicitors, Leigh Day, and take their advice on submitting your claim for equal pay against ASDA. If Leigh Day considers that a claim can be submitted then, subject to you remaining a fully paid up member of GMB during the period of time the claim is running, GMB will fund your litigation and you will receive 100% of any settlement money that is recovered in the claim. (If you are already with Leigh Day under a different charging arrangement then GMB will not be able to take up the funding of your claim.)

If you are already a member of GMB and haven't yet enquired about an equal pay claim then please contact your GMB store rep or GMB Regional Office who will provide you with information about how you do that.

**JOIN GMB BEFORE THE 16TH OCTOBER 2020 AND SUPPORT OUR FIGHT FOR EQUALITY.**

[www.gmb.org.uk/join](http://www.gmb.org.uk/join)

**ROGER JENKINS**

**GMB NATIONAL OFFICER**

**Date: 22/05/2020**

We are encouraging all GMB members to complete the GMB COVID 19 PPE Survey.

The survey applies to members in both Retail and Distribution.

Closing date of survey is **7th June 2020**.

Please click the button below to begin survey.

[Take part in the survey](#)

**Roger Jenkins**  
**National Officer**

**Date: 17/04/20**



No 5 April 2020

**Social distancing and keeping colleagues safe** continues to be top of the GMB union agenda in discussions with ASDA. This includes talking about giving colleagues masks and/or visors. Checkout screens have been fitted and modifications to kiosk screens are in the pipeline and other types of screens are being trialled.

We remain concerned about the number of customers being allowed into stores, especially larger groups which make social distancing harder. We've asked ASDA to put a limit on groups shopping and we will continue to push for this to happen. GMB reps and members tell us this is important.

Our advice to GMB members is that if you're stuck in an aisle or area and feel overwhelmed by the number of customers, then excuse yourself. Speak to your manager and GMB rep.

GMB reps have an important role to play in store. Ensuring that social distancing measures are working and if they're not, raising issues with managers and getting improvements implemented. The safety and well-being of colleagues comes first, this is not business as usual.

The GMB has been talking to ASDA about paying sick pay from day 1 for those colleagues who need to self-isolate for a second period. ASDA has announced this will happen and they have also confirmed that the thank you payment will be paid at actual hours, which we were discussing in our conference calls. This is good news and is to be welcomed.

You can join GMB online at [www.gmb.org.uk](http://www.gmb.org.uk)

Yours sincerely



**Gary Carter**

**GMB National Officer**

