

# Asda ALS Managers

Last update: 16 Apr 2025

## Latest Bulletin

### ASDA ALS MANAGERS BULLETIN

Posted on: 16 April 2025

Dear ALS Managers,

Please see below for an update on the campaign to win GMB recognition for ALS managers:

If ASDA decide they do not want to voluntarily recognise the GMB to be the recognised trade union for ALS managers, then the union must embark on a legal process to achieve this.

This is done by making an application to an independent organisation called the Central Arbitration Committee (CAC).

GMB have completed the first step in this process by writing to ASDA to request they reach a voluntary agreement with us.

ASDA have now responded to this initial request to ask that we have these discussions through another independent body called ACAS. ASDA have said that if we can demonstrate we have the support to be the recognised body for ALS managers then they will talk to us about a collective agreement to negotiate on your pay and conditions.

We are, of course, happy to engage constructively in those discussions and provide the evidence that supports our claim.



The evidence we will provide is the petition which has been signed by the majority of ALS managers and our membership records which show the levels of membership we have among managers.

This evidence will all be provided confidentially and will be independently verified – ASDA will not see any names or details.

We then have until the 15<sup>th</sup> May to reach an agreement with ASDA. If we do not reach an agreement by this date, we will be in a position to make the next stage of our application to the CAC.

As you can see, this is a lengthy process and I ask that you bear with us. We will keep you updated on progress every step of the way.

The most important thing you can do is identify any of your manager colleagues that have not signed the petition and ask them to do so – and – for as many of you to join the GMB as possible.

It is important we don't take our foot off the pedal and that we continue to build the campaign to show ALS managers support for the GMB to be their recognised trade union.

Thank you for all of your support so far and watch out for further updates.

In solidarity,

**Nadine Houghton**

**GMB National Officer for ASDA**

## **ASDA ALS MANAGERS – LATEST COMMS UPDATE**



**Posted on: 16 April 2025**

Dear GMB members in hourly paid roles and ALS salaried managers,

The GMB petition for recognition for salaried managers now has the support of over 50% of ALS managers. This means we are now ready to move ahead with the next stage in the campaign for union recognition for salaried managers.

A huge thank you to all managers that have signed the petition so far and to our GMB hourly paid stewards who have helped make this happen.



ALS managers have sent a clear message to ASDA that you expect effective, independent trade union representation and a collective voice in the workplace.

ASDA had until Friday 11<sup>th</sup> April to provide a formal written response to our initial request, after which we can submit an application to an independent body called the CAC.

If the CAC accept our application and agree that we have the evidence required they can then mandate ASDA to allow an independent ballot of the managers to take place. You then get to vote on whether you want the union to represent you collectively in pay talks and in relation to your terms, conditions, hours of work and health and safety.

If you are a manager that has not yet signed, or you have colleagues that have not yet signed, please use the QR code below to get the petition completed.

Thanks again for all your support and hard work.

In solidarity,

**Nadine Houghton**

**GMB National Officer**

