



# ASDA EQUAL PAY CAMPAIGN

## EQUAL VALUE HEARING – GUIDE FOR REPS

### Key Information

- The next stage in the legal battle begins on 9<sup>th</sup> September in Manchester.
- The court will decide if roles in stores and depots are 'of equal value'
- The outcome will most likely be in January – and we expect the court to agree with us.
- There may be one final court case to decide if ASDA had any legitimate reason for paying employees differently.
- GMB will cover legal fees for members, so encourage people to join and make a claim.
- Claims could be worth thousands (even tens of thousands) of pounds

### How do people make a claim?

Anyone can make a claim at [www.gmb.org.uk/asda-equal-pay-claim](http://www.gmb.org.uk/asda-equal-pay-claim)

For us to process claims, people must be a member. If colleagues aren't already, please encourage them to join and make a claim at the same time. If a non-member submits a claim, GMB offices will get in touch with them to join.

If a member wants to be part of GMB's claim but has already submitted a claim independently, they may be liable for fees unless they are being represented by Leigh Day.

### Who is eligible?

Women or men that are in or have worked in the following roles:

*Administrator, baker/trainee, cash office colleague, checkout operator, home shopping- delivery/driver/picker, people clerk, pharmacy ACT, post office, section leader, security, service host, services, shop floor assistant or anyone under the 'service colleague' or 'section leader' roles.*

## **Equal pay facts and figures**

- ASDA are paying its warehouses colleagues (who are mainly men) up to £3.74 per hour more than its shop floor workers (who are mainly women).
- GMB members started campaigning for equal pay in ASDA in 2012.
- GMB estimates the cost of settling the claims is now more than £2 billion.
- There are over 50,000 equal pay claimants in ASDA. 47,751 in the Employment Tribunal and 6,000 issued in the High Court.

## **ASDA facts and figures**

- £6bn of debt was added to ASDA's balance sheet when it was brought by TDR Capital and the Issa Brothers in October 2020. Prior to this ASDA had no debt on its balance sheet.
- ASDA's owners have stripped 8 million hours from the shop floor in the past two years alone.
- Asda's overall market share has continued to decline having fallen from 17.2% in 2011 to 12.8% currently.

## **Materials**

Visit the [GMB ASDA Equal Pay page](#), where you will find equal pay materials.

This page will be updated through the campaign.

## **Get involved**

1. Join the day of action on the 9<sup>th</sup> September, talking to your colleagues about the start of the hearing and getting them signed up to the claim.
2. Share GMB Unions posts on social media.
3. Attend the online meetings (dates and links to join will be sent separately)