

ASDA Equal Pay Campaign

Let's stop ASDA pocketing the difference
Equal pay for ASDA workers

Crib sheet for regional organisers and senior reps

GMB re – opened equal pay claims for ASDA members in 2022.

Since then we have been campaigning for ASDA to enter settlement talks.

The second round of the legal battle will start on the 9th September as our members head to court for their 'Equal Value' hearing.

What do we need you to do?

Set up workplace visits to ASDA to talk to colleagues about the next step in the legal battle and how they are another step closer to winning.

Get members signed up the claim and colleagues signed up to the union.

Plan campaigning activity in stores for a national day of action on the 9th September which is the day the equal value hearing starts.

Why is the equal value hearing important?

The equal value hearing is where a tribunal determines whether shop floor workers do work of 'equal value' to depot workers.

We are feeling incredibly positive about the equal value hearing and believe we are going to win.

This is because a group of independent experts have been appointed by the tribunal to assess the work of our members.

They have all agreed that the work done by retail workers is of equal value to the work done by depot workers.

We now expect the judge to accept this report and find in favour of our members.

We need to be out in the workplace talking to ASDA colleagues about how we are going to win the claim and getting them signed up.





What happens next?

We expect our members to win their equal value hearing with the outcome due at the end of December or January.

If and when this happens, it will be a monumental step forward in the fight for equal pay, particularly in the private sector and the retail sector more explicitly.



Not only will our members in ASDA be making history and be one more step closer to winning what they are owed, but the outcome will have huge implications for other private sector employers.

Given ASDA's track record, there is every possibility they will try to appeal the outcome if it is favourable for our members.

Even if ASDA decide not to appeal there is still the third stage of the legal battle which is called the material factors defence.

This is where ASDA get to make their case as to why they believe they should legally be allowed to pay women less than men, for example 'market forces'.

This is likely to be a weak defence and - if we have won two out of the three stages of the legal process already - we believe we would be likely to win the third and final stage too.

However, this all adds more time for ASDA to delay and to continue to drag our members through the courts.



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