



For **GMB** Members in **ASDA STORES**

GMB – YOUR “VOICE” IN ASDA

August 2014 - 84

EQUAL PAY & HOLIDAY PAY

Dear Colleagues,

In late 2013 GMB and ASDA signed an agreement to discuss the issue of Equal Pay. The agreement allows these discussions to be undertaken in a more timelier manner. Your GMB Interim Officers negotiating team have had a couple of discussions with the company and have sought to establish,

- that the pay structures in ASDA Retail are equality proofed.
- that ASDA Retail pay structures are not tainted by discrimination on the grounds of gender.

We have also suggested that further joint working could produce a Job Evaluation exercise.

We know from talking to a number of colleagues, that many colleagues have been approached by a legal firm to register employment tribunal cases over potential equal pay issues. Whilst GMB acknowledges an individual's right to pursue such claims, this will no doubt be expensive, will be drawn out and there is no guarantee of success.

GMB believe that the best solution for everyone concerned is to reach a collective agreement with ASDA as it is the most likely route in achieving an overall settlement, and also the fastest.

GMB Interim Officers negotiating team have put forward a solution to resolve the issue of not being paid average earnings when on Annual leave, in accordance with the employee handbook. We are currently waiting for a response from the company, which we are expecting soon. Failing a response, GMB will consider its next steps.

We will keep colleagues updated by further GMB Newsbriefs, for and on behalf of the Interim Officers Negotiating Team.

Yours Sincerely,

Mick Rix

Mick Rix
National Officer
GMB

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