

## E-Commerce Consultation - OVERTIME

Colleagues,

As you will be aware, recently Asda consulted with virtually all home shopping colleagues nationwide to reduce hours in their departments. The result has been that many members have been given shorter contracts.

GMB London Region is aware that despite this reduction in hours, members are being asked to work overtime to the tune of their old contract, because the store cannot operate with colleagues working so few hours, as per the new model.



This casts doubt upon Asda's business proposal for home shopping, and whether the figures that Asda used to justify reducing colleagues' contracts are entirely accurate. GMB London Region's view is that there should be contractual hours available to colleagues for the actual workload on the department, not a perfect world scenario.

Stores have said that the forecasting used to determine how many orders they will get each day on the home shopping department is inaccurate, which is forcing the stores to contract to a smaller pool of hours than they need. This results in constantly offering overtime, forcing colleagues to achieve unrealistic workloads and Section leaders and Management undertaking the roles of E-Commerce pickers.

GMB London Region are requesting that members get in touch if they are being asked to work their old contracts or more as overtime to help the store cope with the workload due to their contracts being reduced.

**Have you been given a shorter contract and now being asked to pick up your old hours or more hours as overtime?**

If you would like support, advice and representation please speak to your local GMB Shop Steward, or visit the GMB Members' Support Centre at [www.gmb-asda.com/support](http://www.gmb-asda.com/support)

Regards,

Nathan Clarke  
GMB National Shop Steward  
GMB London Region

**For Assistance visit The GMB Members Support Centre**  
**[www.gmb-asda.com/support](http://www.gmb-asda.com/support)**