

Contractual Dismissals

Colleagues,

You may have heard recently that Asda Retail have begun contract change discussions in stores in Watford, Colindale and Dagenham. The company have informed affected colleagues that due to a clause in **ALL** colleagues' terms and conditions that Asda never enforced in the past, the company are now insisting upon moving your hours, days or department without consultation and with short notice.

In examples found by GMB representatives, Asda managers have told colleagues that regardless of their personal circumstances, health conditions or out of work responsibilities, if the colleague does not agree and sign a contract with the new rota within 10 days then the colleague will face disciplinary action on the grounds of gross misconduct for a breach of contract.



GMB feel that the approach used by Asda to force colleagues to move with the threat of disciplinary action is tantamount to bullying, and condemn the use of intimidation when asking our members to move their contracts. Asda's refusal to consult with colleagues has resulted in colleagues not being offered a choice of hours to work, no room for compromise with the store to find hours suiting both the colleague and the business.

GMB London Region have moved to submit a formal regional grievance due to both the process of this "Flexible clause" enforcement, as well as the immoral, disrespectful and inappropriate way our members are being treated because of it. We are also looking to assist and support our members in Asda stores who are being approached and asked to change their contract or face disciplinary action.

If you have been approached by your manager about changing your contract, or if you have questions about how GMB are responding to Asda's recent actions, please speak to your GMB Steward or visit the GMB Member's Support Centre at www.gmb-asda.com/support

Regards

Handwritten signature of Keith Dixon.

Keith Dixon
GMB Lead Role Officer - ASDA
GMB London Region

For assistance visit the GMB Members Support Centre

www.gmb-asda.com/support