

## Contractual Dismissals (UPDATE)

Colleagues,

You may recall during October 2017, **GMB London Region** informed you that Asda Retail have begun contract change discussions in ASDA Watford, Colindale and Dagenham. The company had informed affected colleagues that due to a clause in **ALL** colleagues' terms and conditions that Asda were now insisting upon moving the colleague's hours, days or department without consultation and with short notice.

In a number of these examples Asda managers had told colleagues that regardless of personal circumstances, health conditions or out of work responsibilities the colleague would face disciplinary action on the grounds of **GROSS MISCONDUCT FOR A BREACH OF CONTRACT** if they do not agree and sign a new contract within 10 days.

**GMB London Region** condemned this behaviour and raised individual grievances for all members affected. We also submitted a regional grievance which requested ASDA implemented a stop upon further discussions.

Following this regional grievance, meetings have taken place at a senior level within ASDA and the decision has now been briefed to stores to inform them that "Flex Clause Conversations" have now **STOPPED**.

GMB London Region are still arranging for the individual grievances to be heard and we look forward to a successful outcome for those members concerned.

If you have been approached by your manager about changing your contract, please speak immediately to your GMB Steward or visit the GMB Member's Support Centre at **[www.gmb-asda.com/support](http://www.gmb-asda.com/support)**

Regards



Keith Dixon  
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