



GMB LONDON REGION

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GMB YOUR VOICE IN ASDA

November 2019

XMAS ON THE NEW CONTRACT

Colleagues,

With Asda's new contract, any changes to your rota'd contract hours cannot be enforced without a minimum of 4 weeks' notice. This applies to short term ("Temporary") or long term ("Permanent") changes, as well as changes to your working department.



Because of this, the deadline has now passed for stores to change your hours before Xmas day. We therefore advise all members that they are under no contractual obligation to agree to any hours change in their rota for the run up to the festive period.

On the subject of Xmas on the new contract, many members have been contacting GMB regarding how the festive bank holidays will be paid, and whether they need to book it as a holiday.

Festive bank holiday working is **VOLUNTARY**. This means that you are not forced to book it off as a holiday, and you do not have to work additional hours in that week to make up for the loss of working time. For colleagues who moved to the new contract as part of the consultation that ended 3rd November, for **THIS YEAR ONLY** if you are contracted to work Boxing Day or New Year's Day **YOU WILL BE PAID FOR THOSE DAYS WITHOUT NEEDING TO BOOK A HOLIDAY**. For colleagues who were already on contract 6 before the consultation, you will need to book those days as holiday if you wish to be paid for them.

If you are trying to book your float day, the process is now to book the day as a normal holiday, and you will be reimbursed by Asda to ensure that all colleagues get their statutory minimum holiday entitlement.

If you're having issues with the terms of the new contract, or you need representation, support or advice, speak to your local GMB Shop Steward, visit the GMB Members' Support Centre at www.gmb-asda.com/support, or call our GMB Norwich Office on 01603 626492

Regards,

Nathan Clarke
GMB National Shop Steward
GMB London Region

For assistance visit the GMB Members Support Centre
www.gmb-asda.com/support