

DEPENDENCY – School Closures

Dear Colleagues,

During these adverse weather conditions, and the affect that the current cold weather front has had upon everyone nationwide, were you aware of your rights as a parent if your child's school is closed?

Asda cannot refuse you dependency leave if you have no option but to stay with your child due to their school closing because of severe weather.

Asda's adverse weather guidance advises:



Childcare pick-ups / school closures / dependant relatives: -

- **Keep an eye on local news bulletins and in touch with local authorities and schools for information on closures**
- **Make a phone line available for colleagues to check on arrangements for dependants, encouraging them to seek help from relatives/neighbours/friends who may be closer to the location of the dependant.**
- **Allow reasonable telephone usage / breaks to enable colleagues to check domestic arrangements**
- **Allow colleagues who are concerned about their children/dependants who cannot make alternative arrangements to leave work.**

Have you been refused leave to look after your child during this time? 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

Regards,

Nathan Clarke
GMB National Shop Steward
GMB London Region

For Assistance visit The GMB Members Support Centre
www.gmb-asda.com/support