



For GMB Members in **ASDA STORES**

GMB – WORKING FOR YOU IN ASDA

January 2009 - 42

EQUAL PAY / EQUAL VALUE GRIEVANCES

Dear Colleagues

Hundreds of GMB members previously registered grievances in relation to Equal Pay \ Equal Value.

It seems the Company has now written to members suggesting that they would have preferred to deal with these issues via a National Grievance, but GMB does not wish to deal with these via a National Grievance. The position stated by ASDA is somewhat disingenuous.

Last year the Company committed to providing documents and information we requested in order to consider whether dealing with the issue as a National Grievance was the best way forward. The information was never provided by the Company. ASDA management have been advised of our position on a number of occasions.

Given the lack of progress by ASDA a number of Employment Tribunals have been registered on this issue by a GMB Region. There is ongoing debate about how we best pursue our members' interests. The NSSG will be meeting this week and lead officers responsible for ASDA in the following week. We will seek to agree a Union position at these meetings.

GMB believes there is an issue with Equal Value in ASDA. The Union wants the Company to provide the information that we have asked for, this is a reasonable request.

If ASDA management do not believe that there is a problem with Equal Value then why do they not commit to a process of job evaluation to determine if there is an issue, as suggested by the Union?

More information will be forthcoming for members.

GARY SMITH
NATIONAL SECRETARY

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