



For **GMB** Members in **ASDA STORES**

GMB – YOUR “VOICE” IN ASDA

October 2014 - 89

Equal Pay and Holiday Pay

Dear Colleagues,

In August 2014, we sent for posting on all GMB Noticeboards Newsbrief 84/2014. Again due to requests from members we have reprinted Newsbrief 84/2014 and both this newsbrief and No 84/2014 should remain posted on GMB noticeboards with copies given to members.

In late 2013 GMB and ASDA signed an agreement to discuss the issue of Equal Pay. The agreement allows these discussions to be undertaken in a timelier manner. Your GMB Interim Officers negotiating team have had a couple of discussions with the company and have sought to establish,

- that the pay structures in ASDA Retail are equality proofed.
- that ASDA Retail pay structures are not tainted by discrimination on the grounds of gender.

We have also suggested that further joint working could produce a Job Evaluation exercise.

We know from talking to a number of colleagues, that many colleagues have been approached by a legal firm to register employment tribunal cases over potential equal pay issues. Whilst GMB acknowledges an individual's right to pursue such claims, this will no doubt be expensive, will be drawn out and there is no guarantee of success.

GMB believe that the best solution for everyone concerned is to reach a collective agreement with ASDA as it is the most likely route in achieving an overall settlement, and also the fastest.

GMB Interim Officers negotiating team have put forward a solution to resolve the issue of not being paid average earnings when on Annual leave, in accordance with the employee handbook. We are currently waiting for a response from the company, which we are expecting soon. Failing a response, GMB will consider its next steps.

We will keep colleagues updated by further GMB Newsbriefs.

Yours Sincerely,

Mick Rix

**Mick Rix
National Officer
GMB**

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