



For GMB Members in ASDA STORES

GMB – WORKING FOR YOU IN ASDA

January 2009 - 40

CONTRACTUAL RIGHTS

Dear Colleagues

GMB has raised concerns with the Company nationally about individuals' contractual rights not being properly respected, particularly in the January period, when budgets in stores are tight. The Union has had anecdotes about stores workers being pressured to go home without pay or take holiday. There has even been suggestions that individuals have been asked to clock off and carry on working without pay!

In response the Company has advised the Union that the following communication has gone to People Managers:

'As we enter Q1, managing wages is always a challenge.

Please remember to promote your flexible working schemes throughout January so that colleagues are made fully aware of the various schemes that are available to them. A large number of the schemes allow unpaid leave which will support your wage planning.

A large number of calls that were received by Colleague Relations in January last year were about colleague's being sent home, or feeling forced to go home earlier.

Whilst we can ask colleagues if they wish to go home early, this will always be voluntary and we can not force colleagues to take unpaid leave or holiday.

It is also not acceptable to cut colleagues pay at the beginning / end of their shifts where colleagues have not been rota'd for these times. Correct rostering is a Management responsibility and colleagues should not be penalised as a result of incorrect rota's.'

As Asda stores workers you have contractual rights, if you are put under undue pressure to take time off, seek advice and support from GMB representative

**GARY SMITH
NATIONAL SECRETARY**

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