

Collective Consultation –

Ambient CAP - Faster Facing - Section Leader and On-line Proposals.

The Collective Consultation process has ended and the Company has made the decision to move forward with the proposals. GMB did not agree the changes. We were consulted and throughout the consultation meetings, GMB expressed serious concerns about Ambient CAP and as a result, Ambient CAP will be reviewed up until the proposed roll out after Easter.

GMB Union has secured improvements, to the original proposals as follows:

- Proposed CAP roll out plan to be reviewed if stores were unable to achieve proposed timelines.
- Faster facing would be a cultural shift and extra support would be needed to embed new ways of working (this is to be covered in the training).
- Amendments to picking rotas to allow shifts of 6 hours per day to mitigate hour's impact i.e. 5 to 11am where possible.
- Increase of the driver full time contract limit to exceed 38 hours if required to maintain employment.
- Redundancy package to comprise of Standard Redundancy Pay (SRP) Ex-gratia and Bonus for 2017 as per the over contract package.
- Voluntary redundancy to be used on a case by case basis across the estate to minimise compulsory redundancy.

Next Steps

Individual consultation will start from 15 February 2018 and impacted colleagues may be asked to fill in a flexibility form. These do not have to be completed, before the first one to one's. Please arrange GMB Union representation at your first one to one and any subsequent meetings. During the individual consultations, ASDA will invite the Ambient team to continually update management and GMB Union on Ambient CAP. If you have any views or concerns, or just wish to join GMB, contact your local GMB Representative.

Yours sincerely,



Gary Carter.
GMB
National Officer.

GMB YOUR VOICE IN ASDA –
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