

GMB@ASDA NEWSLETTER

Issue
No 4

GMB

GMB@WORK

TAKING ABUSE IS NOT PART OF THE JOB

Taking abuse
is not part of
the job
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WIN
AN iPad
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Join online at www.gmb.org.uk/join

GMB: YOUR VOICE IN ASDA

UNIONLINE

YOUR TRADE UNION LAW FIRM

0300 333 0303

www.unionline.co.uk



ABUSE AT WORK

GMB CAMPAIGN FOR ZERO TOLERANCE

GMB says it's time to put a stop to abuse from customers. No one comes to work to be abused yet virtually every retail worker will have a story to tell about abusive customers.

You can help cut it out by following these steps:

- **always, always, always report incidents** to your line manager. We can't expect ASDA to deal with problems if they don't know about them

- **step away from confrontation**—call for a manager to deal with the situation
- **identify witnesses to any incidents**, and volunteer to be a witness yourself
- **talk to your GMB Workplace Organiser** about what you think could be done to help improve matters in your store

**IF YOU
DON'T
REPORT IT
GMB CAN'T
SORT IT!**

TELL US YOUR STORY

GMB wants to hear your stories about incidents of verbal or physical abuse. We can then use this evidence in our discussions with ASDA and others about how we can cut out abuse to retail workers.

Phone 0330 822 0158 to leave a message on our “cut it out” answerphone. Please leave your contact details and tell us your story. If you prefer to leave an anonymous message then this is fine but we won't be able to get back to you.

**MEMBERS
BENEFITS**
GMB working with you

UNIONLINE

**Every legal service you
need, when you need it**

0300 333 0303

**Call the helpline to
discuss your needs**

Personal injury? Report it now

If you or a member of your family has an accident of any sort, at work or elsewhere, call UNIONLINE now on 0300 333 0303 and our expert lawyers will assess your case – see the chart below.

Keep 100% of your damages award

With other personal claims solicitors, you'll pay 25 per cent of damages awarded as their fee. If UNIONLINE wins your case, you'll get 100 per cent of the money awarded to you.

Need a will?

Use UNIONLINE's will making service - UNIONLINE offers a free simple will-writing service for GMB members and their partners.

Selling your house?

Call UNIONLINE and ask about our conveyancing service. It could be much cheaper than using a high street solicitor.

Family law and criminal law

The government has cut legal aid, but UNIONLINE offers GMB members a discount on a range of family and criminal law services, so give us a call if you need legal help.

Motor legal service

Your car insurance company offers this and charges you for it but it's an expense you don't need to incur. In the event of a vehicle accident just call UNIONLINE's specialist service who will assist you through the whole process covering vehicles, repairs and any injury claim you may have resulting from the accident.*



Legal service	Cost to GMB members†	Cost to GMB member's immediate family†	Typical high street price
Injuries and accidents at work	Free	Free	25% of damages
Animal attacks	Free	Free	25% of damages
Clinical negligence	Free	Free	25% of damages
Criminal injury	Free	Free	Not offered
Industrial disease	Free	Free	25% of damages
Road traffic accidents	Free	Free	25% of damages
Slip & trip	Free	Free	25% of damages

*Compared to motor legal insurance from Kwik Fit Insurance.

†Subject to rule.

MEET GMB IN ASDA

Hundreds of GMB members working for ASDA have stepped forward to get more involved in GMB events. Meet one of them...

**MARY
MCNAUGHTON**
GMB
WORKPLACE
ORGANISER

How long have you worked for ASDA and what job do you do?

20 years now. I work part time in Produce.

How long have you been a GMB Workplace Organiser?

8 years

What's your role in GMB and what does it mean that you do for GMB members?

I'm a GMB Workplace Organiser so I'm there to help and support GMB members in my store. I'm also the GMB Deputy National Forum Rep for Scotland which means that I help take up members' issues with ASDA Management nationally. It doesn't matter where you work or what job you do, we all have things we want to get sorted out and my job is to make sure that ASDA listen.

GMB doesn't pay you for this role, so why do you do it?

For me, it's not about money. GMB was there for me when I needed it and I wanted to give something back. Every time the phone goes I think "it could be me". I really don't know where I'd be if it wasn't for GMB. If I help people now hopefully they'll do the same further down the line—we can all make the world a better place.



GMB Workplace Organiser Mary McNaughton (right) with colleague Mary Hughes after finishing the Glasgow 10k in aid of Tickled Pink.

What message would you give to the tens of thousands of GMB members working in ASDA?

Be positive. We're working as hard as we can to make life better for GMB members working in ASDA. Things will improve.

And what message would you give to those colleagues who are yet to join GMB?

We're stronger together. The more GMB members we have, the more we will achieve.

If you had a magic wand, what one change would you introduce in ASDA?

Things are really tight for lots of us working for ASDA so I want to see members paid more. We should be paid what we are worth to ASDA.

What's your proudest achievement as a GMB Workplace Organiser?

I still remember the first time I represented a GMB member at a disciplinary appeal after they had already been dismissed. They got their job back and I was delighted as were they.

Finally, tell us something interesting about you—not related to GMB or ASDA

Every year I run the Glasgow 10k for charity. In 2015 I did it for the breast cancer charity Tickled Pink. Together with the other Mary in the picture above, I was on the poster to advertise it.



GMB WORKPLACE ORGANISERS MORE THAN JUST YOUR FRIEND AT WORK

Interested in
becoming a GMB
Workplace Organiser?
Contact: Bob Crosby,
GMB Lead Organiser
bob.crosby@gmb.org.uk

GMB's network of Workplace Organisers (also known as GMB reps) continues to grow. Over 300 GMB members working in ASDA have volunteered for this role so they can help other GMB members.

You're never alone when

GMB Workplace Organisers help ensure that GMB members are kept up to date about what's going on in ASDA. They provide a link between GMB members and the rest of GMB and, crucially, represent GMB members in formal meetings with ASDA managers.

No one expects to face a disciplinary investigation or hearing, and when it happens it can feel like the end of the world. GMB Workplace Organisers help GMB members through and make sure that their voice is heard.

You have the legal right for any formal hearing to be postponed for up to five days if your GMB Workplace Organiser is unable to attend the hearing.

HERE ARE SOME SIMPLE STEPS TO FOLLOW IF YOU ARE TOLD TO ATTEND A DISCIPLINARY HEARING

- 1** get advice from your GMB Workplace Organiser in your store
- 2** take time to think about what you want to say
- 3** make sure that you take your GMB Workplace Organiser with you to the hearing and any associated meetings

I don't know what I'd have done without my GMB Workplace Organiser. I was told to attend a disciplinary hearing and I was all over the place. Nothing like this has ever happened before and I was scared I was going to lose my job. My GMB Workplace Organiser calmed me down and helped me get my side of events across. I'm convinced I've still got my job because of my GMB membership. I can't praise my GMB rep highly enough.

WHAT NOW FOR SUNDAY TRADING?

*What do you think
about the
Government's
intentions to
change the law
around Sunday
opening hours
in England and
Wales?*

Original plans to change the Sunday trading rules are on ice. This is after it became clear to George Osborne that not enough MPs would back him.

The issue doesn't go away though and Government ministers are now trying to work out what changes they can get through Parliament.

GMB is yet to be convinced of the need for change. The current rules have been in place for over 20 years and work for nearly everyone. Shops can be open 24 hours a day for six days a week and 6 hours on a Sunday—this gives customers plenty of time to do the shopping. GMB members say that Sunday is the only time they can be guaranteed to have at least some time with family and friends.

To take part in the GMB poll on Sunday trading, visit www.surveymonkey.co.uk/r/GMB_Sunday_Trading_Poll. GMB will use the results to help talks with ASDA, the Government and local councils.

WHAT'S GEORGE OSBORNE, CHANCELLOR OF THE EXCHEQUER UP TO?

George Osborne announced plans in his July budget, the first solely Conservative budget for 18 years, plans to allow local authorities and elected Mayors to call the shots on the hours that large stores could open.

This would end the current situation where all large shops in England and Wales are treated exactly the same.

GMB will keep you informed as further announcements are made.

SUNDAY TRADING – YOUR RIGHTS AS A RETAIL WORKER

- **If you've worked for ASDA since before 26 August 1994**
You are classed as a protected shop worker and can refuse to work Sundays (unless Sunday is your only contracted day of work).

You are automatically protected and have to "opt-in" if you want to work Sundays.

- **If you were employed by ASDA after 26 August 1994**
You have the right not to work Sundays but ASDA do not have to offer you alternative hours.

You are not automatically protected and have to "opt-out" of Sunday working by giving ASDA 3 months' notice.

TAKE ACTION

Download a draft letter to send to your MP at www.gmb.org.uk/gmb-asda-retail-sunday-trading

The Government is working out what it can get away with. Your letter will help keep your Sundays special.

GMB SECURES HOLIDAY PAY BOOST FOR MEMBERS

Over 96,000 hourly paid colleagues in ASDA are to receive an average extra payment of £75 as a result of GMB's negotiations with the company.

Holiday pay should be paid according to an average of the hours worked and not be based on contractual hours. These extra payments are to compensate for when pay has been worked out incorrectly in the past.

All holiday pay will be based on hours worked in the future.

Bob Crosby, GMB National Officer said: "This settlement is long overdue and will directly benefit tens of thousands of GMB members working in ASDA.

It just goes to show the importance of GMB membership. This is just one of the ways in which GMB helps its members get a fair deal at work."



GET IN TOUCH

1. Speak to your **GMB Workplace Organiser** first if you need advice, support and help.
2. Or you can speak to your **Regional GMB Lead Organiser** as shown on the map.
3. Or you can ring our **national helpline on 020 7391 6700** and ask for Bob Crosby, you can email Bob at GMBmembersinASDA@gmb.org.uk or info@gmb.org.uk.

GMB Scotland Barry Fletcher 07921 885775 or 0141 332 8641

GMB North West & Irish Region Giovanna Holt 07740 804058 or 0151 727 0077

GMB Birmingham & West Midlands Region Rebecca Mitchell 07714 539 894 or 0121 550 4888

GMB Wales & South West Region Ruth Bennett 07980 753115 or 029 2049 1260

GMB Northern Region Mick Hopper 07870 176736 or 0191 233 3930

GMB Yorkshire & North Derbyshire Region Sue Wood 07966 327 965 or 0345 337 7777

GMB Midland & East Coast Region Rachelle Wilkins 07966 327970 or 01159 607 171

GMB London & East of England Region Shaun Graham 07885 706556 or 020 8202 8272

GMB Southern Region Kevin Brandstatter 07813 207374 or 020 8397 8881

UPDATE YOUR DETAILS: Tell GMB about any change to your personal details like a new address or change of name.

Step 1: Go to www.gmb.org.uk

Step 2: Select 'GMB members login'

Step 3: Enter your GMB membership number and a password of your choice

RECRUIT A COLLEAGUE AND WIN AN IPAD



If you're a GMB member and you use the form below to recruit a colleague to GMB you'll automatically be entered into a free prize draw to win an iPad. The winner will be drawn at the end of February.*

Your name Your GMB membership number
Your email address Your mobile number

Join now at www.gmb.org.uk/join or fill in the form below then hand it to your local GMB representative, or post it – simply write FREEPOST GMB on an envelope – you don't need a stamp or any other address details.

If you have any questions contact GMB: email info@gmb.org.uk or visit our website www.gmb.org.uk

FOR GMB USE ONLY	Section	Branch number	Membership number	Date of joining
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GMB membership application form PLEASE USE BLOCK CAPITALS

1 TELL US ABOUT YOU

Surname	First name	Title	Date of birth
Home address	Home phone number	Mobile number	
Postcode		Email	
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members			
Bangladeshi ☐ / Black African ☐ / Black Caribbean ☐ / Black British ☐ / Chinese ☐ / Indian ☐ / Irish ☐ / Pakistani ☐ / White ☐ / Other:			
National Insurance number		Tick here if you do not wish to contribute to the GMB collective affiliation to the Labour Party ☐	
I agree to abide by GMB rules Signed		Date	

2 TELL US ABOUT YOUR JOB

Employer	Your job
Address where you work	How many hours a week do you work?
Postcode	Pay number
	I give my employer permission to notify GMB of any future change of address
I authorise my employer to pass my bank details on to GMB to activate my union membership – Signed	Pay date

CHOOSE EITHER 3 AUTHORISATION OF DEDUCTION OF YOUR UNION CONTRIBUTIONS FROM YOUR PAY

Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended

- I authorise my employer to deduct from my pay each week/month the sum of

£ or other amounts as may be fixed by GMB from time to time.

- Please start the deductions immediately and pay the amounts to GMB. Cash ☐
- I note that this agreement may be cancelled by one month's notice in writing.
- I give permission to my employer to notify GMB of any future change of address.

Signed Date

OR 4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form below and send to: GMB, 22 Stephenson Way, LONDON NW1 2HD

Name and full postal address of your Bank or Building Society branch

To the Manager of	Bank/Building Society
Address	
Postcode	

Name(s) of account holder(s)

Bank/Building Society account number

Bank/Building Society Sort Code

Banks or Building Societies may not accept Direct Debit instructions for some types of account

Service User Number

Instructions to your Bank or Building Society: Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s) Date

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Reference number (GMB use only)