

The logo consists of the letters 'GMB' in white on an orange square background, with 'ASDA' in white on a black rectangular background below it.The background of the header features a stylized orange-tinted image of the London skyline, including the Tower Bridge and several skyscrapers.

GMB LONDON REGION

www.gmb-asda.com/support

GMB YOUR VOICE IN ASDA

MAY 2023

MIDDLE RATE – ASDA FIRE & REHIRE THREAT

Dear members,

As you'll know, GMB and ASDA have been in consultation over a proposal to remove the 60p "middle rate", and middle rate night pay, as ASDA say the market conditions and competitor rates no longer warrant that location pay supplement.

Originally, we gave ASDA the opportunity to propose what kind of compensatory package they would be willing to offer to our members.

Our position was that the pay should be 'red circled', essentially frozen until the other ASDA stores rates of pay catch up. This would prevent a massive cut to colleague pay during a cost-of-living crisis.



After a month of waiting, ASDA has come back to us and for 35 of the 39 stores they proposed only **12 weeks of pay protection**, an average of **£185 TOTAL per colleague**, after which those impacted colleagues would face a pay cut. When challenged on this disrespectfully poor compensation, ASDA said that they were within their right to offer no compensation at all, under their policies.

When also asked if they were offering such a dire package because they know colleagues are more likely to take it as their only other option is to be dismissed, ASDA confirmed this to be the case.

THIS IS A FLAGRANT DISREGARD FOR OUR MEMBERS, A CALLOUS USE OF FIRE AND RE-HIRE THAT EVEN THE GOVERNMENT HAS SAID IS "A QUICK-FIRE WAY TO DAMAGE YOUR REPUTATION AS A BUSINESS".

Unless ASDA accepts our counter-proposal to red-circle the rate of pay for other stores to catch up, and spot rates in locations where the market conditions still require it, we will be faced with no option but to ballot our members on what action they'd want to take to prevent ASDA from slashing their pay and destroying their reputation as an employer.

If you are impacted by this issue and would like assistance, or you are seeking support or advice on other matters, please contact our office directly at 01603 626492, or visit our GMB Members' Support Centre at www.gmb-asda.com/support

GMB ASDA London Region

For assistance visit the GMB Members Support Centre
www.gmb-asda.com/support