

CONTRACT 6 PAY CUT?

Colleagues,

The changes in rates of pay for all contracts in the 2019 pay review have been announced by Asda. The overall changes to rates of pay, including location premiums, are detailed below:

	2018	2019	Difference	% Difference
Old Contract Basic	£7.83	£8.21	+£0.38	+4.85%
Contract 6 Basic	£8.67	£8.84	+£0.17	+1.96%
Old Contract Middle Weighting	£8.10	£8.27	+£0.17	+2.10%
Contract 6 Middle Weighting	£9.22	£9.40	+£0.18	+1.95%
Old Contract London Weighting	£8.62	£8.80	+£0.18	+2.09%
Contract 6 London Weighting	£9.74	£9.93	+£0.19	+1.95%

This will result in an effective **PAY CUT** for all colleagues on Contract 6 when combined with the 2% increase for pension contributions in April this year, and an insignificant increase in pay for Contract 1-5 colleagues working in areas that attract a location premium. Most Contract 1-5 colleagues who already earn above the new rates of pay will also see **NO INCREASE** to their hourly rate.

This results in the difference between Contract 1-5 and Contract 6 basic rates of pay being whittled down to 63 pence, a far cry from the £1 difference in 2017. Examples provided show that Contract 6 colleagues virtually always earn **LESS** than Contract 1-5 colleagues in the April/May pay period.

GMB London Region will continue to challenge Asda regarding this woeful pay increase, especially upon the eve of a merger with a company who pay their colleagues far in excess of these new rates of pay. We feel that enough is enough, and our members should be paid at least the same wage as their Sainsbury's counterparts, which stands at a minimum of £9.20 per hour.

If you would like to know more, or need support and assistance in your workplace, speak with your local shop steward or visit our GMB Member's Support Centre at www.gmb-asda.com/support

Regards,



Keith Dixon
Asda Lead Role Officer
GMB London Region

Based on April/May 2019 Pay Period:

Morning colleague employed to 5 days a week, 5am-11am (30 hours);

Contract 6: **£972.40**

Old contracts: **£1,044.66**

Contract 6 colleagues would be earning £72.26 less per pay period than old contract colleagues.

Night colleague employed to 5 days a week, 10pm-6am (40 hours);

Contract 6: **£1,345.30**

Old contracts: **£1,378.78**

Contract 6 colleagues would be earning £33.48 less per pay period than old contract colleagues.

Afternoon colleague employed to 3 days a week, 1pm-7pm (18 hours);

Contract 6: **£583.44**

Old contracts: **£607.54**

Contract 6 colleagues would be earning £24.10 less per pay period than old contract colleagues