

GMB

ASDA

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GMB YOUR VOICE IN ASDA

FEBRUARY 2023

TWILIGHT REPLEN CONSULTATION

Dear members,

As you may have heard, ASDA has announced the commencement of collective consultation into a proposal to roll out the twilight replenishment model to 184 stores across the country. This comes after several months of trials in a number of stores.

The proposed changes for those 184 stores include moving the ambient replenishment window from 10pm-6am to 7pm-12am, and to move the frozen replenishment window from 10pm-7am to 7am-1pm. ASDA have said that night colleagues who work in the fresh division are not impacted by the proposal.

For most night colleagues this could mean a substantial financial loss in terms of contractual hours and night shift premium. It could also mean a massive lifestyle change, where many colleagues have tailored their lives around their night shifts. GMB have previously told ASDA during the trials that we have serious concerns that a significant percentage of our members would not be able to continue working at ASDA due to the financial loss, leading to a loss of experienced, loyal colleagues.

Collective consultation is a process which allows GMB the opportunity to challenge the business case of the proposal, and be consulted on potential selection criteria or redundancy packages. As this is a redundancy consultation, if the proposal impacted colleagues are unable to redeploy into a suitable role, then they are at risk of dismissal through compulsory redundancy. No individual colleague meetings would take place until after collective consultation is complete.

GMB London Region need to hear from YOU, our members, about your feedback and concerns about this proposal.

We will be in touch with our members soon to gather feedback on this proposal, and to offer our support, guidance, and advice during this difficult time. We will also keep our members updated on what's happened with the consultation, and will be offering representation and support for them. If you're not a GMB member, it's crucial you join so that we can support you and your views across the ASDA, visit www.gmb.org.uk/join

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

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