



Winter Working & Flexible Clause

Colleagues,

We are now coming into the festive period, which traditionally means that Asda colleagues are due to face increased workload, and is likely to be even tougher this year due to lack of colleagues and distribution issues.

It's around this time that colleagues are also given their hours of working over the festive period. GMB London Region would like to remind all members of their rights under the flexible clause of your Asda contract:



You have the right to:

- **A minimum of 4 weeks' notice of any change to your rota or department of working within your job family, on a permanent or temporary basis**
- **Maintaining your total contract hours (minus breaks)**
- **A meeting with your line manager to discuss the proposed changes, and representation from a trained GMB Union representative within that meeting**
- **Argue for more suitable hours where the proposal conflicts with your personal circumstances**

Any proposed changes to your rota must be considered reasonable to be in line with your terms and conditions. For a better understanding of what reasonable changes mean for you, and to learn more about many of the other guarantees you have regarding colleague flex working, please speak with your local GMB Shop Steward, or make contact with GMB London Region on the details below.

Additionally, the festive bank holidays of Christmas Day, Boxing Day and New Year's Day are also all voluntary for all colleagues, though working them will attract double pay for the day.

If you would like to help fight for better working conditions, or are seeking support or advice regarding this or other matters, please speak to your local shop steward, contact our office at 01603 626492, or visit our GMB Members' Support Centre at www.gmb-asda.com/support

Regards,

GMB Asda London Region

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