

## Ambient & Online Grocery - Redundancy Collective Consultation

As you will be aware from colleague briefings, Asda opened collective consultations with GMB national representatives on 15th November 2017.

The collective consultation period lasts for a minimum of 45 days and weekly meetings have been scheduled with GMB reps from now until Christmas.

Individual consultations will not start until January 2018 after the completion of collective consultations.

### Asda Proposals

The company is proposing to reduce the number of hours and re-rotate its online grocery operation in approximately 285 stores across the country. The GMB has a list of stores and the potential numbers affected.

Asda is also proposing to introduce faster facing, which it says is a quicker way to face up and tidy shelves, as well as rolling out CAP (customer availability programme) to replenish lines that customers need. These proposals will potentially reduce the number of hours in all ASDA stores.

The proposals also affect the leadership structure, with proposed reduction of Night Section Leader Roles, Produce Section Leader Roles, Fresh and Ambient Process Section Leader Roles and the creation of new Night Replenishment Section Manager Roles.

The paperwork sent to GMB puts 3,866 colleagues at potential risk of redundancy. GMB will be working with Asda management to significantly reduce this number.

The numbers facing redundancy were dramatically reduced in the last and most recent round of redundancy consultations.

### Collective Consultation

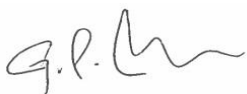
GMB will be involved in all the meetings, putting forward our members' views and working hard to reduce and minimise the number of proposed redundancies.

However volatile the retail sector might be at present, GMB is striving to protect jobs and incomes. We want Asda to do well and believe this will be best achieved by offering secure, rewarding and well paid employment.

### Feedback, Advice & Representation

We appreciate this is an unsettling and stressful time for colleagues, especially in the run up to Christmas and the New Year. If you want advice or wish to have your say on Asda's proposals, please speak to your local GMB rep or contact your GMB office.

If you're not yet a GMB member and would like to join; you can complete the form overleaf or join online at [www.gmb.org.uk](http://www.gmb.org.uk)



**Gary Carter**  
**GMB**  
**National Officer**

GMB YOUR VOICE IN ASDA – JOIN AT [WWW.GMB.ORG.UK/JOIN](http://WWW.GMB.ORG.UK/JOIN)

# GMB—EXPERTS IN THE WORLD OF WORK

It can be as simple as a new manager, or a new way of working that causes you a problem at work. Guard against that day by joining GMB now. GMB membership covers you wherever you work. Only GMB members get GMB help.

**IF YOU WORK YOU NEED GMB@WORK**

Join now at [www.gmb.org.uk/join](http://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](mailto:info@gmb.org.uk) or visit our website [www.gmb.org.uk](http://www.gmb.org.uk)

FOR GMB USE ONLY

Section

Branch number

Membership number

Date of joining

## GMB membership application form PLEASE USE BLOCK CAPITALS

### 1 TELL US ABOUT YOU

Surname  First name  Title  Mrs/Miss/Ms/Mr Date of birth

Home address  Postcode  Home phone number  Mobile number

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:

Tick here if you do not wish to contribute to the GMB collective affiliation to the Labour Party

National Insurance number  I agree to abide by GMB rules Signed  X Date

### 2 TELL US ABOUT YOUR JOB

Employer  Your job

Address where you work  Postcode  How many hours a week do you work?  Pay number

I give my employer permission to notify GMB of any future change of address  Pay date

I authorise my employer to pass my bank details on to GMB to activate my union membership – Signed  X

### 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.
- 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.

Cash 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

Service User Number 9 7 4 3 3 0

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

To the Manager of  Bank/Building Society

Address

Postcode

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)  XDate Name(s) of account holder(s) 

Bank/Building Society account number

Bank/Building Society Sort Code

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.

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

Reference number (GMB use only)