



## Bidfood – GMB Consultation Exercise to Save Jobs Q&A's

### Q. Why is the company losing money?

A. The company is losing money because of the downturn in volumes caused by the lack of orders from the hospitality and leisure sectors due to Covid 19 and lockdown.

### Q. Why should we make sacrifices to help make savings for the company?

A. No one is being asked to make sacrifices to save money for the company. GMB and the company are asking members to make a **temporary** sacrifice, to give the company time for volumes and work to come back. The savings help subsidise your fellow colleagues jobs, so that we retain Jobs.

### Q. Is the threat to Jobs real?

A. By allowing GMB to sign the Temporary National Agreement to Save Jobs, this means the immediate issue of a loss of 620 jobs can be dealt with in a number of ways, by, Voluntary redundancy, options including Job Share/ Part Time/ Career Break and the introduction temporarily of a 4 day week. If GMB cannot sign the Temporary National Agreement to Save Jobs, then the company has no other alternative but to make up to **1,000 colleagues Compulsory Redundant**.

### Q. Are My terms and Conditions such as Sickness and Holidays Changing?

A. There are no substantive changes to your terms and conditions. The temporary National Agreement to Save Jobs protects your substantive terms and conditions.

### Q. Can you explain the company Enhanced Voluntary Redundancy Package?

The company are offering better terms on what they are legally obliged to offer. All colleagues who want to take the Company Voluntary Redundancy Package have to apply before the 31<sup>st</sup> July deadline at 4pm. **including those colleagues who have already expressed an interest to do so recently.**

### Q. What are my Options if I don't want to take the Company Voluntary Redundancy Package?

A. You can apply to Job share with another colleague on a like for like job, or you can apply to permanently/ temporarily reduce your hours and become a Part Time worker, or, you will be automatically placed on a four day week. We need to be clear with you, there is no other alternative or options. If GMB members do not agree with your GMB team signing the Temporary National Agreement to Save Jobs, **then up to 1,000 jobs will be made Compulsory Redundant.**

### Q. If GMB members do not agree to sign the Temporary National Agreement, can we still have the Company Voluntary Redundancy Package or move to a four day week, or Part time working instead?

A. No, the whole package and the temporary National Agreement to Save Jobs will be off the table, and the Company will be forced to issue a legal notice to make colleagues Compulsory Redundant with a loss of up to 1,000 Jobs. **This is our one and only opportunity to Save up to 1,000 Jobs.**

### Q. What is the difference between Compulsory Redundancy and the Temporary National Agreement?

A. The Temporary National Agreement Saves Jobs. At all Bidfood wholesale depots (except 2 sites) around 30% of colleagues in warehouse and transport are at immediate risk of Compulsory Redundancy = up to 1,000 Jobs. **Compulsory Redundancies is the worst of all worlds.**

-Colleagues more than two years' service, and if selected will only be entitled to the vastly inferior minimum statutory redundancy entitlement.

-Colleagues less than two years' service, they would have no employment rights, and can be dismissed automatically with no compensation. For instance we have a lot of new colleagues at the new depot in Liverpool that will fall under this category.

**Q. Why does GMB need to ask GMB members to sign the Temporary National Agreement, why not sign it if it is in the best interests of the GMB members?**

**A.** GMB is proud to have *initiated and negotiated* the proposed Temporary National Agreement. *It helps Saves YOUR Jobs.* That is the **JOB** of a Trade Union, and is the reason why **YOU** are members of **GMB Union**. We are experts in the world of work, and we guarantee to **Protect YOU AT Work**.

- **Redundancy is a dismissal.** It is no different to fighting your corner when you are in a disciplinary at work. You Join **GMB Union for Protection** and to have a **Voice** at work.

The **Temporary National Agreement** is linked to volumes returning back to the company, and in the meantime whilst there is a shortage of volumes, there is a need to **temporarily vary** your terms of working hours/days to **Save You and Your Colleagues Jobs**.

That is why we need to consult **GMB members first** to agree these temporary changes. **The only other alternative if GMB members do not agree is to be put at risk of being dismissed by Compulsory Redundancy.**

**Q. Do non GMB members have a say?**

**A. No.** The company has a collective bargaining agreement with GMB Union for warehouse and transport colleagues. Therefore only GMB Union members have a **VOICE** on hours of work, changes to shift patterns and rotas etc. Therefore it is GMB Union members, along with our sister unions who **ONLY** have the final say, and can sign the proposed agreement if our members through our consultation exercise agree. **Non-union members if they join GMB Union**, will be consulted too. We will not consult those who are non-members.

**Q. What do GMB Reps at other sites think about the proposed Temporary National Agreement to SAVE JOBS?**

**A.** Your GMB Reps (Known as GMB Stewards Combine at Bidfood), and your GMB Regional Organisers took part in a Joint meeting with your GMB National Team early this week. All GMB reps, and all GMB Regional Organisers after the presentation of the proposed Temporary National Agreement to SAVE JOBS, **unanimously voted to recommend strongly to all GMB members to agree that GMB Union can sign the proposed Agreement to Save Jobs.**

**TO ALL GMB Members:**

**You will be consulted by GMB UNION representatives during the period of the 17<sup>th</sup> July to the 30<sup>th</sup> July to agree that GMB Union sign the Temporary National Agreement negotiated by GMB Union to SAVE JOBS.**

**Our Sister unions USDAW and Unite at their sites are consulting their members too. And strongly urge their members to agree too.**

**We Strongly Urge ALL Trade Unions members in Warehouse and Transport roles covered by the Collective Bargaining Unit to Agree that GMB Union sign the Temporary National Agreement to Save Jobs.**

**Mick Rix, GMB National Officer**