



# NEWSBRIEF

For GMB Members in

# ASDA

# DISTRIBUTION

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## DISABILITY DISCRIMINATION – WAR COMMITTEES

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Dear Colleagues

Following a challenge from GMB, it seems that the Company have accepted that there may be training needs at sites on the issue of Disability Discrimination. In part this came about because the Union raised issue with the way WAR Committees were apparently being run at some sites.

Disability Discrimination is still a relatively new piece of legislation and it is complex. It is not possible to cover all eventualities in a bulletin. However, if a member has a long term health problem we should ensure that the company pays particular attention to how their work is organised. Moreover, stewards should ensure that any health problems are properly considered in managing sickness absence, particularly where the Company is looking to apply some type of sanction.

Further advice and training may be available through your GMB Region. If in doubt consult your full time officer. It is obviously essential that we protect our members rights

A handwritten signature in black ink, appearing to read 'Gary Smith'.

**GARY SMITH**  
**NATIONAL SECRETARY**  
**GMB – COMMERCIAL SERVICES SECTION**