

GMB@ASDA DISTRIBUTION

GMB

GMB@WORK

Dear Colleague

NATIONAL PAY OFFER—NOT THE RIGHT DEAL

Over 12 months ago you were consulted over whether you wanted to support a national pay claim for ASDA Distribution. By a huge majority you said that you did.

For over a year your National GMB shop stewards have been working hard on your behalf trying to get a national deal on pay and conditions. The deal will also see a simplified and consistent set of policies and procedures across ASDA Distribution.

When we set off on these negotiations, Ian Stansfield acknowledged that these talks were a “historic opportunity”. Your national GMB shop stewards believe that opportunity still exists, but **in terms of the current offer, the company’s expectations are just not realistic.**

It should be stressed that the company have been straight in their dealings with your GMB negotiators. GMB do not believe that they paid enough attention to the offer. They left it very late in the day to get an offer together. It was management who committed to completing these talks by the end of March 2011, after they failed to get an offer in place by the end of last year as they originally said they would.

Your national GMB shop stewards always believed that the company had a big change agenda in ASDA Distribution. In real terms, this means more flexibility, people working smarter and, no doubt, harder. **What has become clear through the recent talks is the scale of change the company actually wants over the next few years. Nobody should be under any illusions that ASDA believe, given the competitive pressures on the business, that there need to be huge changes and a step change in performance.**

There is no doubt that it was the right decision to support the move to national bargaining. You only need to look at the type of changes the company want to introduce nationally. The danger is that these changes would have been implemented bit by bit, with employees not getting a proper reward in return for all their efforts.

The GMB National Shop Stewards Forum is calling for members to reject the current offer. If you do vote no, then it will be our intention to get back around the table with the company and seek an improvement.

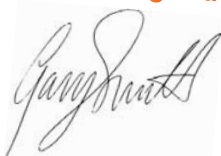
Nobody ever said these negotiations would be easy. There is still no guarantee of a successful outcome from the negotiations, but the only way we are going to get a reasonable deal for you and other GMB members is through national negotiations. We are stronger together.

Your GMB negotiating team and all the national GMB shop stewards are still determined to try and get the right deal for GMB members. There is no doubt this will mean making difficult choices and compromises. The change agenda is tough and it isn’t going away. With your continued support, we can still get an offer on the table that is acceptable to you and your fellow members. It is only GMB members who will have the final say on any offer from the company.

This is about your future. Please support your GMB negotiators—cast your vote in the consultative ballot and have your say.

Yours sincerely,

Gary Smith, GMB National Secretary



GMB: YOUR VOICE IN ASDA

Join online at www.gmb.org.uk/join

Be part of it—support GMB, your union.

GMB**GMB@WORK**

HOW DO I JOIN? JOIN ONLINE AT WWW.GMB.ORG.UK/JOIN

Or just fill in parts 1, 2, 3 or 4 in the form below. Hand the form to your local GMB Workplace Organiser or post it to: GMB, FREEPOST (RRRS-KSGH-REKT), Cavendish House 369 Burnt Oak Broadway, Edgware HA8 5AW, tel 0208 952 3000

(you do not need a stamp). If you have any questions contact your local GMB office, email info@gmb.org.uk or visit

www.gmb.org.uk

CONTACT US LOCAL GMB OFFICES

GMB Scotland Paul Grieve 0141 332 8641

GMB Yorkshire & North Derbyshire Region

Steve Huckerby 0845 337 7777

GMB Birmingham & West Midlands Region

Keith Hodgkinson 01785 255978

GMB Northern Region Mick Hopper 0191 5142634

GMB Southern Region Kevin Brandstatter 01793 600755

GMB Midland & East Coast Region Sian McClarence 0116 251 0922

GMB London Region Shaun Graham 01462 499650

GMB North West & Irish Region Eddie Gaudie 0151 727 0077

GMB South Western Region Mervyn Burnett 02920 491260

FOR UNION USE ONLY Section Branch No Membership No 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 Home Tel Email

Postcode Mobile I agree to abide by GMB rules Signature

Date 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:

2 TELL US ABOUT YOUR JOB

Employer Address where you work Your job

Postcode How many hours a week do you work? Pay No

Work Tel Pay Date

3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE 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 the GMB from time to time.

- Please start the deductions immediately and pay the amounts to the GMB.
- I note that this agreement may be cancelled by one month's notice in writing.
- I give permission to my employer to notify the GMB of any future change of address.

Cash

Signed

Date

4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form and send to FREEPOST RRRR-KSGH-REKT, GMB, Cavendish House, 369 Burnt Oak Broadway, Edgware HA8 5AW

Service User Number

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

To the Manager of Bank/Building Society

Address

Postcode

Name(s) of account holder(s)

Bank/Building Society Account Number

Bank/Building Society Sort Code

Reference number (Office use only)

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.

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)

Date

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