



For GMB Members in **ASDA STORES**

GMB – WORKING FOR YOU IN ASDA

AUGUST 2009 - 52

SPLIT SHIFTS TO AVOID PAYING BREAKS

Dear Colleagues

GMB has raised concerns about Stores introducing what are, in effect, split shifts. This is where workers are brought in for a shift which is too short for an individual to be entitled to a paid break, i.e. a 3 hour 45 minute shift. The individual will then have an hour or two gap before starting another shift.

For the Union, where such shifts are being used in stores, it seems like a clear attempt to get round paid breaks and hence employment legislation.

The Company have committed to re-briefing stores on the issues around shifts that are really productive. It seems Asda do not believe shifts of 3 hours 45 minutes for instance are productive.

If individuals are concerned that they are being put on shifts designed to avoid paying breaks, this should be flagged up with your GMB Representative.

The Union is committed to tackling shift arrangements in stores which could be in place to get around paying individual worker's breaks.

**GARY SMITH
NATIONAL SECRETARY**

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