

# NEVER MIND THE BAKED BEANS

## ASDA want to roll back pay of their night workers

### SO MUCH FOR SUCCESS – ACTIONS SPEAK LOUDER THAN WORDS

ASDA wants to cut the hourly rate of pay for night workers in stores and introduce a 'separate payment' for night work despite statements from top ASDA and Wal-mart bosses about its highest ever share of the market.

*"2008 was yet another vintage year for ASDA as we out-performed our sales and profit plan, and grew our market share to its highest ever level. It is thanks to the continued hard work of all our store and depot colleagues." Quote from Andy Bond, ASDA Chief Executive*

*"ASDA had a standout quarter, leading on price and gaining market share. I can't tell you how proud I am of our ASDA colleagues." Quote from Mike Duke, President and CEO, Wal-mart*

### DID THE COMPANY'S LISTENING GROUPS TAKE ON BOARD YOUR VIEWS?

GMB has listened, and will be taking these issues up with the company. To strengthen the case GMB is asking all GMB members to make their feelings known to Andy Bond by completing the tear off below and sending it via GMB in the freepost envelope provided to forward on to Andy Bond.

### ASDA already roll back night pay by 94 pence per hour

ASDA claims that it pays the leading rate for night shift workers, but GMB research suggests that the pay rates quoted for night shift workers employed by ASDA's competitors in colleague briefings are wrong. The real story is that GMB analysis shows that the £8.16 per hour that ASDA pays is a lot lower than the industry leading £9.10 per hour that can be earned at Sainsbury's.

Potentially there is worse to come. The proposed change would also make it easier for ASDA to hold down the rate of pay for night workers in future pay awards, as there is no guarantee that the 'separate payment' will receive the same increase as the basic rate of pay.

### MORE ROLL BACKS TO COME?

Over time, the amount of the 'separate payment' could disappear and night workers would effectively receive no compensation for working at night. No wonder ASDA is able to keep meeting its profit targets.

Remember that when pay cuts are proposed for one group of workers it could be applied to others in the future. GMB believe that all employees working for ASDA stores should be able to look forward to receiving pay rises that reflect the words of Andy Bond and his counterpart in Wal-mart, not pay cuts to further boost company profits.

GMB recognises that it is the work and contribution of all employees in ASDA that have maintained ASDA's position in the grocery sector, and that any worker who is employed on a night shift should be rewarded accordingly for working unsocial hours. Why doesn't Andy Bond and his Wal-mart counterpart recognise and appreciate it too?



### IT DOESN'T STOP THERE – ASDA PROPOSE TO ALSO ROLL BACK CHRISTMAS

This year the company are proposing they will not re-designate Monday 28th December as a Bank Holiday.

Staff will therefore only receive premium pay if they work on Saturday 26th December. As it stands there will be no time off in lieu for staff who work on the 28th.

Dear Andy,

### TELL ANDY SUGGESTION SCHEME

I am delighted to learn that ASDA had a vintage year in 2008 in regard to its share performance, and can I add my congratulations to you and your colleagues on the board who have no doubt benefited from the 12.2% increase that the company have made in year on year profitability. Maybe now is the time to stop the proposed roll back on our pay and conditions and allow all staff to profit too.

I would welcome your confirmation that that the company will also re-designate Monday 28th December as a Bank holiday this year. I would also like confirmation that there is no intent whatsoever from ASDA to remove the night enhancement payment or any other enhancements currently received by colleagues, and that all these rates will be increased along with all future pay settlements.

I work at ASDA Store

My name is:

**ANDY, WHAT IS YOUR VIEW?**

Join GMB for protection in your workplace  
Just visit [www.gmb.org.uk](http://www.gmb.org.uk) or contact the GMB  
Workplace Organiser for your area listed below

**GMB**

**GMB@ASDA**

**FOR UNION USE ONLY** Section    Branch No     Membership No         Date of joining    A2

**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  Store number

Store  Your job

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

Pay No  Work Tel  Pay Date

**3 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT**



Please fill in the form and send to **GMB, 22-24 Worples Road, London SW19 4DD**  
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To the Manager of  Bank/Building Society  
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Name(s) of account holder(s)

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Reference number (Office use only)

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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.

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Or just fill in parts 1, 2 and 3 in the form above.  
Hand the form to your local GMB representative  
or post it to: FREEPOST RRRS-KSGH-REKT, GMB, Cavendish House,  
369 Burnt Oak Broadway, Edgware HA8 5AW (you do not need a stamp).

If you have any questions contact your local GMB office,  
email [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website [www.gmb.org.uk](http://www.gmb.org.uk)  
**DO NOT GIVE THIS FORM TO ASDA, SEND IT DIRECTLY BACK TO GMB.**

**CONTACT US LOCAL GMB OFFICES**

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