



NEWSBRIEF

For GMB Members in
ASDA
DISTRIBUTION

OCTOBER 2009 - 29

NATIONAL BARGAINING

Dear Colleagues

On Friday, 25th September 2009, there was due to be a meeting of a sub-committee of the NJC, to take forward our negotiations over a productivity scheme (MIP). Following the recent NJC meeting in Liverpool we had signalled to the Company that there was no support for a MIP scheme amongst our members and there seemed little point in trying to progress these particular negotiations.

However, the National Chair, Mick Pointing; Deputy Chair, Adie Baker, and myself did meet with the Company. The main purpose of the meeting was to present the trade union's arguments in favour of national collective bargaining. Very significantly the Company did not dismiss what we believed to be the merits of national collective bargaining. Whilst clear that the management did not have a mandate to move the discussion forward at this meeting, they did listen to the points made. The Company have raised questions about how national collective bargaining would work in practice. A draft briefing document has been submitted to ASDA. The Company did challenge us as to whether the trade union could display sufficient collective discipline for us to operate at a national level. We obviously countered that we could, but it appears that this is a concern of ASDA management.

We also discussed the fact that there will be ongoing competitive pressures on ASDA. This will obviously have implications in terms of productivity and performance. We have told the Company that this would be best dealt with through national negotiations and what is required is a step change in the current rates of pay. We need to ensure that as productivity and performance is improved our members are properly rewarded through rates of pay rather than individual bonus arrangements.

Obviously from the Trade Union perspective we would always be looking for protection to individual and safe working practices would be paramount in any discussions. Overall this was a positive meeting and we would continue to progress the dialogue over national negotiations and getting better rates of pay which properly reflect the business performance.

Support Your Union
Join Online – www.gmb.org.uk/join

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

GARY SMITH
NATIONAL SECRETARY
GMB – COMMERCIAL SERVICES SECTION

YOUR VOICE IN ASDA
GMB COMMERCIAL SERVICES SECTION