Representatives of GMB NJC & Retail Forum and I met with ASDA management in ASDA House on 15th August 2018 to formally discuss the outstanding GMB failure to agree.

The issues discussed included the NRA disputes procedure, the short and longer term, the company’s reward strategy, the merger, management pensions, death in service, transitional payments, matched contributions, the lower earnings limit, and in particular those earning below LEL, auto enrolment participation and increased employee contributions from April 2019.

GMB reps restated our members’ aim for a matched pension scheme, based on all pay, comparable with other leading supermarkets with at least 4 times death in service for all hourly paid colleagues.

With the announcement of the proposed merger, now more than ever, the ASDA scheme should be no less favourable than the Sainsbury’s scheme.

ASDA has the profitability to be more than a low pay, low pension employer.

Management clarified that those earning less than the Lower Earnings Limit remain in the Start Scheme even if they don’t earn above the LEL, and will receive the transitional payments in 2019 and 2020, like other members of the Step Up Scheme as long as they remain in the Start Scheme.

Management agreed that those members previously in Step Up Scheme who are due to retire before they receive the transitional payment will get a pro rata payment.

We requested management reply in writing so GMB members know the company’s position. It is important management take responsibility for their decisions and say what sort of employer they want to be.

We will then consult with GMB members and respond appropriately.

Yours sincerely

GARY CARTER
GMB NATIONAL OFFICER
Join now for protection, support and advice.

Hand this form to your local GMB representative, or post it by simply writing ‘FREEPOST GMB’ on an envelope. You don’t need a stamp or any other address details. Questions? Email us at info@gmb.org.uk or visit our website: www.gmb.org.uk where you can also join instantly.

PLEASE USE BLOCK CAPITALS

TELL US ABOUT YOU. This will help us do the best possible job for you.

Forename
Surname
Title
Date of Birth
Home address
Work address
Postcode
Postcode
Home phone number
Mobile number
Email address
Job title
Employer
Hours a week

THE IMPORTANT BITS. Please authorise us to take your fees from your wages.

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 GMB from time to time.

Pay number

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

Signature(s)
Date

STAYING IN TOUCH. We want to make it as easy as possible to talk to each other.

GMB contacts members by email, phone and SMS about issues related to membership, membership services and campaigns.

Tick if you DO NOT wish to be contacted by:  Email  Phone  SMS

GMB has a political fund to pay for political campaigning, which you can opt-in to for 1p a week. In the past, the fund has helped win rights such as the minimum wage and maternity leave. There will be no detriment to you if you do not opt-in.

Do you want to opt-in to the political fund?  YES  NO

AND JOIN. I agree to abide by GMB rules.

Signed
Date

Welcome to the GMB Union family!

To read the GMB rulebook please visit www.gmb.org.uk/rules For our privacy policy go to www.gmb.org.uk/your-privacy

You can change your contact preferences at any time by logging into your MyGMB area at www.gmb.org.uk/mygmb

FOR GMB USE ONLY

Section
Branch number
Membership number
Join date