



GMB

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Our Ref: NH/kh/Asda/APaton/Fire&Rehire

7th June 2023

Mr A Paton
Senior Director
Labour Relations and Change
Asda
Asda House
Great Wilson Street
Leeds LS11 5AD

Dear Alistair,

Yesterday, at GMB annual Congress one of our delegates had the opportunity to raise the issue of ASDA's use of fire and rehire to attack our pandemic heroes' pay.

Joshua Boyle, who is our rep at the Brighton Marina store and who is himself facing a 60p pay cut, asked Keir Starmer whether he had a message for ASDA who, as you know, are seeking to use the hugely discredited employment practice of fire and rehire to cut the pay of 7,000 low paid workers.

Keir Starmer, who we hope will soon become the next Prime Minister, credited the GMB campaign on this issue and said it was 'hugely important'. He went on to state that the Labour Party, in power and under his leadership, would outlaw the use of fire and rehire.

The GMB will of course continue to engage in consultation with ASDA on this issue. However, we would ask for some soul searching from ASDA. In particular on the use of fire and rehire to cut pandemic heroes' pay.

As one of the country's largest private sector employers, one that says that you want your colleagues to feel 'proud to be ASDA' the GMB's ask of ASDA is to step back and think again.

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To think about whether using fire and rehire, an employment practice that could soon be illegal, is really the type of employer ASDA wants to be and to consider whether cutting the pay of 7,000 pandemic heroes is really the right thing to do during a cost-of-living crisis.

We look forward to working with you through consultation to achieve a negotiated settlement.

Yours sincerely

A handwritten signature in black ink, appearing to read 'N. Houghton', with a horizontal line extending to the right.

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