



## **Asda Proposal – to resolve Gosport Dispute.**

Asda has proposals it wishes the GMB membership to consider. These proposals are conditional on agreement from the GMB membership on the conditions set below.

### **Asda's Proposals**

#### **1.Store Management Issue**

- Asda has in place robust and well-established processes which allow colleagues to raise any concerns anonymously.
- We want to move forward and the only way to understand the specific nature of the complaints is to establish the facts.
- That is fair for all colleagues.
- We therefore suggest a third party (e.g. a law firm) who would talk to the colleagues involved (who are prepared to do so). GMB can provide the details to the third party directly and not to Asda.
- The third party will establish the facts and report back jointly to the GMB (names TBC), and Asda representatives including Gillian Shields, Senior Director, Retail and Ian McEvans, VP, Retail South-West.
- We would want to agree a terms of reference with the GMB on the scope of the fact-finding.
- Establishing the facts will then determine whether an investigation should be carried out.
- If there are grounds for an investigation that are established in the fact-finding, an investigation will be carried out by a Senior Asda representative under the appropriate policy.
- That fact finding should start as soon as possible (subject to third party agreement/engagement). The timing of the fact-find would be as agreed at the mediation with the GMB.
- Both Asda and GMB will accept the findings of the independent third party.

#### **2.Recognition**

- We already have a Partnership Agreement so we would not be proposing a store level agreement.
- We recognise there is a need to discuss the current relationship and will be doing so on 9 February 2024 with the GMB national representatives - Nadine Houghton and Andy Prendergast who will be meeting Alistair Paton, Senior Director, Labour Relations and Hayley Tatum, Chief People and Corporate Affairs Officer.
- We understand the GMB wish to put the issue of National Recognition on the agenda for that meeting.
- That meeting is already in the diary.

#### **3.Goodwill Payment**

- We do not believe a goodwill payment is a sustainable solution.
- We acknowledge there is a need to improve colleague relations in the store and rebuild where we currently are. Therefore, we will be seeking support from ACAS to run focus sessions with all colleagues to hear directly from them.
- The outputs of those focus sessions would be presented jointly to Asda and GMB with a view to establishing sustainable solutions. We would want to discuss with the GMB what the focus groups look like and how it would work so we can agree the best way forward.

These proposals are subject to GMB membership agreement of the following:

1. All industrial action dates to be suspended in order to allow this agreed joint work/actions to be undertaken.
2. A discussion on how local GMB and store engagement works.
3. Joint communication regarding the implementation of the agreed actions.

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