



NEWSBRIEF

For GMB Members in

ASDA

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SICK LEAVE & OVERTIME

Dear Colleagues

At the recent NJC we raised the issue of sites where employees are stopped from working overtime after being off sick.

The Company have reviewed the position nationally and accept there is inconsistency and both good and bad practice across sites. The business made it clear that they have concerns over this and a wish to manage anyone who abuses the sickness absence provisions. As a union we could not condone abuse of the system.

The Company have no intention of introducing a prescriptive national approach. They believe the issues and levels of sickness absence vary across sites.

Our understanding is that sites will be reviewing their current plans on managing sickness. Where this is taking place Shop Stewards should be involved. We need to argue that any system for managing sickness absence is not simply punitive for anyone who is genuinely sick and very importantly it needs to take into consideration provisions under the Disability Discrimination Act. In other words, any policy needs to factor in and be sensitive to managing individuals who have long term health problems.

Further advice on the Disability Discrimination Act will be available via your GMB Regions.

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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