

The co-operative

Usdaw
Union of Shop, Distributive
and Allied Workers



Memorandum of Agreement between
The Co-operative Group
&
Union of Shop, Distributive & Allied Workers
&
National Association of Co-operative Officials

The Co-operative Group, USDAW and NACO have reached agreement in respect of discretionary redundancy terms that will be applied to redundancies outside of the management integration programme known as Project Unity.

As part of the agreement, the discretionary redundancy terms that will be available for those individuals impacted by redundancy under programmes outside of the scope of Project Unity shall from 22 August 2011 be:

Statutory Redundancy multiplied by 3 (subject always that no redundancy payment shall be less than 2 weeks pay nor shall any redundancy payment exceed 96 weeks pay).

The upper limits in respect of length of service and weekly pay will be ignored for the purpose of calculating statutory redundancy pay. A week's pay for the purposes of these discretionary terms means basic pay excluding overtime or any other plussages / premium payments.

The agreed exceptions to this are:

- These discretionary terms are not to be incorporated into individual's contracts of employment and consequently the above terms would not apply in the event of a divestment of a business in whole or in part and consequently the Group's standard contractual redundancy would be transferred under the TUPE regulations.
- Redundancies that arise as a result of abnormal and reasonably unforeseeable circumstances would be subject to the normal contractual redundancy terms.

These discretionary terms may be withdrawn, amended or varied at any time by the Co-operative Group.

In advance of the expiry of the amalgamation period, the Co-operative Group, USDAW and NACO will agree those business cases that will continue to be classed as a part of the amalgamation process but completion will extend beyond the agreed date (31 December 2012) and thus continue to attract the above terms.

Following the amalgamation period (31 December 2012) any redundancies that will, subject to any agreement to the contrary, attract the Co-operative Group contractual redundancy terms as detailed below:

Statutory Redundancy
plus
75%

The upper limits in respect of length of service and weekly pay will be ignored for the purpose of this calculation.

Signed
Sharon Ainsworth
National Officer, USDAW

Signed
Neil Buist
General Secretary, NACO

Signed
Tim Knowles
Group Employee Relations Manager, Co-operative Group

Date 7 September 2011