



JD/LF

**Mr Brian McGinn
Regional Manager
The Labour Relations Commission
Tom Johnson House
Haddington Road
Dublin 4**

15 August 2014

Dear Mr McGinn

Thank you for the copy of the Dunnes Stores letter to the Labour Relations Commission dated 7 August 2014.

Whilst not wishing to waste the Labour Relations Commission's time in an endless tennis match of correspondence between the parties, it is important that I outline Mandate Trade Union's position and put into context Dunnes Stores and their long standing attitude to the Labour Relations Commission and Mandate Trade Union.

Firstly, please note that Mandate is the chosen representative trade union of a large percentage of Dunnes Stores employees. As the workers representative we have been continuously frustrated in our efforts to effectively represent issues of importance to our members. In this regard Dunnes Stores have never attended an industrial relations forum unless compelled to do so by legislation, and in the absence of compelling legislation the company will engage in endless and useless pieces of correspondence, failing to engage in good faith and time wasting.

Frankly the issues facing retail employees of Dunnes Stores are far too serious for this approach, an approach which shows a blatant disregard for the living standards of ordinary hard working retail employees. Mandate members are not prepared to tolerate this approach by the company and if as in times before we have to resort to other means, then we reserve the right to do so.

The Labour Relations Commission has invited the parties to attend a conciliation conference and for the record Mandate Trade Union are prepared to attend same at which we will outline in great detail the issues so important to Dunnes Stores employees. I refer you to correspondence dated 1 May 2014 (copy attached) which outlines these issues but just in case Dunnes Stores is genuinely unaware of what issues are impacting on their own employees I have also attached a brief outline of detail of each.

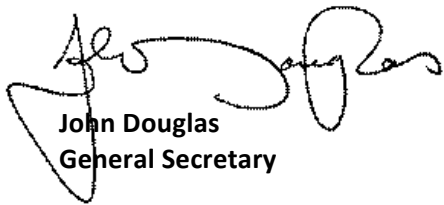
Mandate Trade Union deems that the company has refused to attend a conciliation conference unless we hear differently. In such circumstances we are referring the members' claims to a full Labour Court hearing under Section 20 of the Industrial Relations Act, after which our members will decide their next course having regard to all the circumstances.

In the meantime if Sandra Buckley, Human Resources Manager of Dunnes Stores is still in any doubt as to the exact nature of the issues facing Dunnes Stores workers I would be only too happy to enlighten her; she can contact me on direct dial xxxxxxxxxx or email xxxxxxxxxx and we can arrange face to face discussions.

To summarise, the time wasting approach being adopted by Dunnes Stores is a tactic they have employed for years and well known to the members, the Labour Relations Commission and the Labour Court.

I would like to thank you sincerely for your assistance and patience and I am sure you have done all you possibly can in this matter.

**Yours sincerely
For Mandate**



**John Douglas
General Secretary**

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