



MANDATE
TRADE UNION

**ALL MEMBERS TESCO HEADFORD ROAD, BALLINASLOE &
TULLAMORE**

25th May 2016

Dear Members,

As you are aware following the breakdown of talks at the Workplace Relations Commission, official industrial action commences in your store, tomorrow the 26th of May, at 7.00am. The picket will be in place for the duration of the stores opening hours all members are expected to attend for picket duty. Pickets will remain in place indefinitely until the matter is resolved.

The times for individual members to attend for picket duty will be communicated to you by Shop Stewards in store. This will be subject to review by the strike committee in your store and you will be notified of any changes.

While industrial action is always a last resort, we are unfortunately left with no alternative, the company have failed in any of the meetings at the WRC to put forward any arguments justifying the need to impose these cuts on your colleagues or indeed to attend the Labour Court in accordance with the agreed procedures. They have claimed that it is interest of offering a better customer experience, but the reality is this purely a cost cutting measure aimed at driving down all members' terms and conditions of employment.

This was confirmed today on RTE Radio, by the company's spokesperson Ms Catherine Heffernan, when she said that the objective of this measure was to bring equity to the Salary scales currently in place in stores. If you follow that logic the obvious next step would be to reduce all post 96 contracts and terms and conditions of employment.

Given the above, it is vital that all members support the industrial action that commences tomorrow in your store as failure to win on this issue will only ultimately succeed in driving down all members' terms and conditions. Please do not hesitate to contact me should you need any further information. It is regrettable that the company would allow the situation to come to this but there is no option but to defend ourselves against these attacks.

Best Regards

David Miskell
Industrial Officer

Mandate Western Region

Mary Street
Galway

t (091) 562750
f (091) 562559
E mandate@mandate.ie

General Secretary: John Douglas