

22 August 2013

**TO: ALL MANDATE MEMBERS EMPLOYED BY MARKS & SPENCER IN THE
REPUBLIC OF IRELAND**

Dear Members


I am sure you are aware at this stage of the industrial relations issues relating to the closure of the four Marks & Spencer stores, the reduction in contractual conditions being sought by the company and the proposed redundancy of section managers.

The approach adopted by Marks & Spencer to the four store closures is totally unacceptable and shows little regard for the loyalty of long serving staff in the those stores. Essentially the company are attempting to make all staff compulsorily redundant without consideration of any other alternatives including redeployment for those who want it to other Marks & Spencer locations. At the same time the company continues to employ temporary employees across the business. Mandate strongly believes that given the present employment situation in Ireland that it is incumbent on Marks & Spencer to explore all possible alternatives to redundancy for those Marks & Spencer workers who want to retain their jobs.

So that you and your fellow Mandate members are fully briefed about all the issues in dispute and the possible consequences of the company maintaining their present position we are calling emergency information meetings for Mandate members in all Marks & Spencer locations across Ireland.

Please see the attached notice from your local Mandate official for details of the meeting in your area. I urge all Mandate members to attend in a show of strength and solidarity.

**Yours fraternally
For Mandate**



**John Douglas
General Secretary**