

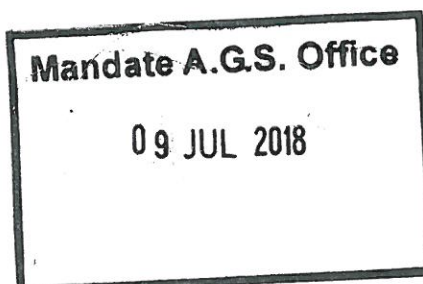


An Roinn Gnó, Fiontar agus Nuálaíochta
Department of Business, Enterprise and Innovation

Our Ref: 180784/MIN

3 July 2018

Mr. Gerry Light
Assistant General Secretary
Mandate Trade Union
O'Lehane House
9 Cavendish Row
Dublin 1



Dear Mr. Light,

The Minister for Business, Enterprise and Innovation, Ms. Heather Humphreys, T.D., has asked me to refer to your recent correspondence regarding the ongoing dispute at Lloyds pharmacy chain.

I understand that the dispute relates to certain terms and conditions of employment, including that of pay and contractual security, which the trade union Mandate is seeking to negotiate with the company on behalf of its members.

At the outset, I would emphasize that Ireland's system of industrial relations is, essentially, voluntary in nature and that responsibility for the resolution of industrial disputes between employers and workers rests in the first instance with the employer, the workers and their representatives.

For its part, the State provides the industrial relations dispute settlement mechanisms i.e. the Workplace Relations Commission (WRC) and the Labour Court to support parties in their efforts to resolve their differences. The WRC and the Labour Court are independent statutory bodies and conduct their quasi-judicial functions independently and as such the Minister has no role.

This dispute was before the Labour Court earlier this year and in April, the Labour Court issued a recommendation urging the parties to engage with each other in order to seek agreement in relation to the matters at issue. In its recommendation, the Labour Court indicated also that if,

following such engagement, matters remained unresolved, the parties should avail of the services of the Workplace Relations Commission and the Court in furthering efforts to secure resolution.

In line with the Court's recommendation, the Minister would urge the parties involved to proactively and constructively engage in order to find an acceptable resolution to the matters at issue.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Eamonn McCormack', written over a horizontal line.

Eamonn McCormack
Private Secretary