



MANDATE
TRADE UNION

Mr Frank Timmins
Head of Employee Relations
Tesco Ireland
Gresham House
Marine Road
Dun Laoghaire
Co Dublin

GL/SB
07 May 2021

Re: Covid-19 Vaccination and Absence Support

Dear Mr. Timmons

I refer to our previous correspondence dated 12th January 2021 calling on the relevant State agencies to provide priority treatment for our members in the rollout of the Covid-19 vaccination programme and my correspondence to you on the 29th March 2021. It's disappointing and significant that at this juncture given the conditions our members, your frontline staff, have worked through over the past twelve months that you have not deemed it fit to respond to representations made on their behalf regarding this vitally important matter.

Furthermore, on the 12th March 2020, the company announced and confirmed with staff the following temporary changes to support our members falling ill during the outbreak of Covid-19:

- *We have temporarily amended our Sick Pay policy to reflect the proposed Government amendments to social welfare illness benefit.*
- *This means that medically certified colleagues will be paid sick pay from the first day of absence (waiving the usual waiting period) less the value of the Social Welfare illness benefit for COVID-19 cases.*
- *Where a colleague has been medically certified as having COVID-19 Coronavirus by a doctor, we'll pay sick pay as above from day one.*
- *Or where a colleague has been medically certified as required to enter into self-isolation due to COVID-19 Coronavirus by a doctor, we'll also pay sick pay as above from day one.*

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- *This temporary amendment does not apply for non COVID-19 Coronavirus related absence, where the normal sick pay policy will apply.*

While the measures implemented in 2020 were welcomed, logical and reasonable, it now transpires the company has decided to apply the normal sick pay policy to all absences, including Covid related absences. This will result in members across the company experiencing a loss of income on the first three days of their absence, due to Covid related illness.

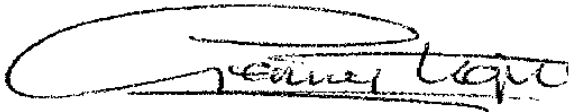
Given our members' significant contribution to the Tesco business over the past twelve months, manifested through the surge in sales and growth in profits, we are seeking the restoration and application of the "no waiting days" for all Covid related illness absences ensuring the positive financial, health and wellbeing of all our members impacted by Covid-19.

On the 29th March 2021 we enquired if the company has made provision to ensure our members are not negatively impacted financially by the rollout and opportunity to avail of the Covid-19 vaccination, including:

1. Paid time off in order to facilitate our members' attendance at vaccination appointments.
2. Paid time off in circumstances where our members experience a short term excessive negative reaction to the vaccine which prohibits their attendance at work.

Again it is disappointing to note that you have chosen not to respond. Against the backdrop of the Irish grocery market's buoyant performance of 2020/2021, we are seeking an immediate review of this specific request to ensure our members do not experience any loss of earnings for their participation in the rollout of the vaccination process.

Yours sincerely
For Mandate Trade Union



Gerry Light
General Secretary

