



MANDATE TRADE UNION

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

08 June 2021

Re: Covid-19 Vaccination and Absence Support

Dear Mr Timmins

I refer to yours of the 13 May 2021 in response to our previous correspondence dated 12th January 2021 and 7 May 2021 in which we expressed disappointment at the company's unreasonable stance regarding changes to the sick pay policy for Covid related absences.

While measures implemented in 2020 were viewed as sensible and broadly accepted in response to the onset of the pandemic, we have now learned that our members across the company will experience a loss of income for the first three days of their absence, due to Covid related illnesses.

We reminded the company of our members' significant contribution to the Tesco business particularly since the first pandemic lockdown in March 2020, which witnessed an unprecedented surge in like for like grocery sales, as well as our members' unique contribution and community service to Tesco customers they continue to serve across the business.

We requested a review of the company's most recent decision regarding this sick pay policy and sought the restoration and application of the *"no waiting days"* for all Covid related illness absences, to ensure that our members impacted by Covid related absences are supported financially through this period of illness.

Mandate also wrote to Tesco on the 29 March 2021 and 7 May 2021 requesting the company ensure that our members are not negatively impacted financially by the rollout and opportunity to avail of the Covid-19 vaccination. The company responded on the 13 May 2021 stating *"we continue to support our colleagues' health and wellbeing and have maintained appropriate measures reflective of current conditions, including how we can best support colleagues who wish to avail of vaccine appointments. Any colleague who has a query in this regard should raise this with his/her line manager"*.

Despite the company's assurances, reports from our own regional reviews in conjunction with store representatives confirm that none of these commitments have been implemented

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and in many cases members are at best treated inconsistently across the company regarding Covid related absences and vaccination appointments.

In light of the above and in the spirit of supporting your colleagues, the Union is seeking that the company review and implement our requests above positively across all Tesco stores.

Yours sincerely,

Mandates Tesco National Strategy Team