MANDATE
TRADE UNION

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

JH/LF
17 June 2022

Dear Mr Timmins

Reports received that Mandate Trade Union has agreed to conduct both grievance and disciplinary hearings via platforms such as Zoom, Microsoft Teams, etc are both incorrect and untrue. Mandate's preferred option and official position is that the most conducive approach to the management of both disciplinary and grievance hearings is through in-person face-to-face meetings. The manner in which face-to-face hearings are conducted are incomparable to online conferencing platforms, which were used as last resort in unique circumstances to overcome the challenges caused by the onset of the pandemic.

Our position is that physical in-person, face-to-face meetings of this nature can be done safely having regard to the best practices our members use on a daily basis through their direct contact with Tesco customers. In fact, all our store-based members have been exposed to the dangers of Covid and have learned to live safely, in so far as possible with this reality, so we see no reason why in-person face-to-face, physical grievance and disciplinary hearings, investigation hearings, etc., in line with our agreed procedures are not facilitated if the member so wishes.

In light of the above, I would be obliged if you could confirm the Company's position regarding the management of face-to-face meetings for the purposes of grievance and disciplinary processes and procedures, which includes investigations etc.

Yours sincerely
For Mandate Trade Union

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Assistant General Secretary

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